

# VARIETY QUEENSLAND CODE OF CONDUCT & EVENT RULES AND REGULATIONS



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Review Date: 30/07/2022	Revised Date: 30/07/2020

Variety – the Children’s Charity of Queensland has established the code of conduct and event rules and regulations to ensure the safety and well-being of staff, volunteers, donors, event entrants, grant recipients, and the communities in which we operate. It also aims to protect Variety’s reputation so that Variety can continue to achieve its mission of empowering kids who are sick, disadvantaged or have special needs to live, laugh and learn.

All event entrants agree to abide by the code of conduct and event rules and regulations from the moment of registration. It is up to each event entrant to police the conduct of other team members. Anyone not adhering to the code or rules and regulations may be forced to withdraw from the Variety event and may be excluded from future Variety events. As a Variety event entrant, you are not exempt from state laws or road rules, and anyone caught breaking the law may be prosecuted.

During a Variety event, if any dispute arises due to the interpretation of any of the rules, the Variety decision will be final. Variety decisions can be appealed after the event by following the appeal process.

**You must disclose any prior or current criminal convictions to Variety – the Children’s Charity.  
Variety is a child-safe organisation and works to protect children from exposure to harm.**

## FUNDRAISING

Variety event entrants and supporters must register all fundraising events or activities with Variety Queensland prior to the event taking place by completing the “Register Your Fundraising Activity” form found at <https://www.variety.org.au/qld/get-involved/fundraise/register/>.

The Terms and Conditions for each fundraising event or activity are linked from the “Register Your Fundraising Activity” form and can also be found at <https://www.variety.org.au/qld/wp-content/uploads/2020/07/Fundraising-Terms-and-Conditions-Updated-July-2020.pdf>. Event entrants and supporters must adhere at all times to these terms and conditions when undertaking a fundraising activity or event.

## OFFICIALS

In the interests of safety, insurance and event management, event entrants must observe the requests and directions of all people designated by Variety to be Officials (“Officials”) at all times.

## VARIETY EVENT ROUTES

Variety sets each event route with the approval of the road owners. Some route markers will be on the route to denote direction and/or detour instructions, but teams must be familiar with their route notes and instructions which will be provided to teams on a daily basis.

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If you leave the Variety event route for any reason (e.g. seeking fuel, repairs, etc), you must inform an Official immediately so checkpoints can be notified.

### **ROUTE DEVIATION**

If nominated roads, waterways or routes are affected by adverse weather conditions, Variety will liaise with local councils, maritime safety, land owners/managers and any other appropriate bodies to determine an alternative route. Variety may decide to cancel part of the route if a safe alternative cannot be identified.

Any event entrant who disregards Variety's instructions to change or abort the route will be immediately ejected from the Variety event and banned from future events.

### **PRIVATE PROPERTY**

Variety event routes from time to time will have access to private property. Event entrants must take care and are responsible for leaving gates as they found them or as per instructions. If any accidental damage is caused to gates, fences or any animals, event entrants are required to report any such damage immediately to a Variety staff or official. Variety is authorised to make arrangements for the repair of or compensate the landowner for such damage on the basis that the event entrant will be liable to meet the cost and to indemnify Variety against any liability for that damage.

Whilst having access to private property, event entrants must not:

- Affix advertising decals and stickers to gates and signs.
- Wire shut, cable tie or padlock boundary/paddock gates.
- Smear foreign matter (such as grease or vegemite) over gates or accessories.
- Tamper with road or event signs.
- Interfere in any way with private property owners' equipment.

### **DOMESTIC ANIMALS**

Out of respect for the generous property owners we visit and in the interest of health and safety, please be aware domestic animals are not permitted on any Variety event.

### **ALCOHOL**

Alcohol should not be consumed on school property or in unlicensed areas.

### **ILLCIT DRUGS**

The use of any illicit drugs will result in the person/s concerned being immediately withdrawn from the event. Such persons may not be permitted to participate in any future Variety events.

### **LITTER**

Litter must not be thrown from any vehicle or personal watercraft (PWC) at any time. All event vehicles should be fitted with rubbish bags. Bags should be disposed of appropriately. Please respect the local communities we are visiting and bin it.

### **CIGARETTES AND NAKED FLAMES**

Please ensure safe disposal of your cigarette butts and abide by local fire rules and regulations.

### **FIREARMS/ PROJECTILES**

Entrants are prohibited from carrying firearms on a Variety event at all times. Gel Blasters and high-powered water pistols are also not permitted to be carried or used at any time. The throwing of flour bombs, eggs and any other projectile or food is also banned on Variety events.

### **FIREWORKS**

Fireworks are an environmental and safety hazard and are banned on Variety events, with the exception of licensed fireworks displays approved and organised by Variety.

### **FLARES**

Flares are for emergency purposes only, unless special dispensation has been obtained in writing from Variety. Such approval must be obtained prior to the start of the Variety event.

### **EVENT VEHICLES/PWCs**

All event vehicles and PWCs must meet the compulsory Variety requirements outlined in the event handbook.

### **VEHICLE/PWC INSPECTION**

All event vehicles/PWCs must attend scrutineering arranged by Variety to allow a mechanic or official to check your vehicle/PWC to ensure that it meets the Variety compliance criteria. This requirement does not affect your obligation to ensure that your vehicle/PWC is in a safe and roadworthy/seaworthy condition, as required by law.

If a vehicle/PWC does not meet the compliance criteria, it will not be allowed on the event.

### **OVERTAKING**

Always ask permission to overtake another vehicle. The overtaking vehicle must signal by radio communication prior to overtaking. A driver about to be overtaken must allow the following vehicle to overtake when safe by moving to the side of the road and, if necessary, slowing or stopping.

### **TAMPERING**

Event entrants must never tamper with other vehicles, PWCs or property on the event or any signage erected by Variety or officials on the route.

### **SUPPORT VEHICLES**

Entrants are prohibited from bringing their own support vehicles on a Variety event, unless authorised by Variety.

### **BRIEFINGS**

Event entrants are required to attend daily briefings. These briefings advise the entrants of vital information about the route, instructions and Variety grant presentations or school visits along the way.

### **DISQUALIFICATION**

Individual entrants may be disqualified from a Variety event if:

- They are apprehended by the Police or Maritime Authority for travelling at a speed which would result in the loss of a driver's or PWC licence.
- They are apprehended by the Police for driving or operating a PWC under the influence of drugs or alcohol.
- They are involved in an incident of offensive behaviour, including physical or sexual assault.
- They are carrying any types of firearms or weapons.
- They are carrying flares that are not required for safety.
- They discharge unauthorised fireworks.
- They do not follow the reasonable instructions of Variety or its officials, including ignoring route changes or cancellations.

Disqualified entrants will not be refunded their entry fee, provisions, accommodation, donations, or any other funds paid to Variety Queensland.

### **RIGHTS TO AN APPEAL HEARING AFTER THE EVENT**

Event entrants who have been ejected from an event because of inappropriate behaviour have the right to an appeal hearing after the completion of the event. This will be an opportunity to hear all evidence about the incident and then make a decision as to whether the person/s involved will be permitted to attend future Variety events. This clause does not affect Variety's right to eject an entrant whilst on the event.

### **RANDOM BREATH TESTS**

While driving or riding, event entrants must be drug free and under the blood alcohol limit as set by the law at all times whilst operating the vehicle or PWC.

Variety officials may at any time carry out random breath tests for Blood Alcohol Concentration (BAC) throughout the event. All drivers/PWC riders agree to submit to such tests conducted by these officials. Where a driver is found by Variety or the police to be over the prescribed limit in that Australian State or Territory, the event entrant will be immediately ejected from the event and banned from any future Variety events.

### **RADAR SPEED TESTS**

Variety events are not races and legal speed limits must be observed at all times. Variety officials at any time may perform random radar speed tests throughout the event. When a driver is over the legal speed limit, a first and final warning will be given. If a second offence occurs on the same event, the event entrant will be ejected from the event and banned from future Variety events.

### **TREATMENT OF CHILDREN**

Event entrants must obtain parental or guardian consent before interacting physically with a child (e.g. hugging) or taking the child's photo or video. Children must have consent from their parent/guardian if travelling in an event vehicle.

Event entrants must not condone or participate in behaviour towards children which is illegal, discriminatory, unsafe, exploitative, harmful, or abusive.

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Variety Officials must hold a valid Blue Card or other state-issued working with children check.

All other event entrants are recommended but not required to hold a Blue Card, but if they do and a negative notice is issued, that event entrant will not be permitted back on a Variety event until the negative notice is lifted.

### **VARIETY ORGANISATIONAL VALUES**

In order to protect our brand as well as our staff, volunteers, grant recipients and event entrants, Variety expects all event entrants to reflect our organisational values. If you feel that someone has breached our values and behaviours, please contact a member of the Event Management.

These Variety values and behaviours are listed below:

- Act honestly and in good faith at all times in the interests of Variety and its stakeholders
- Behave in a lawful manner, complying with all State, Territory and Australian laws
- Conduct oneself in an environment free from discrimination and harassment
- Avoid conflicts of interest
- Treat all entrants, officials, staff members, contractors, children, families, volunteers and general public with dignity, trust and respect
- Recognise that it is solely the role of Variety and its officials to instruct entrants
- Refrain from entering into any verbal or written discussion, commentary, social media or correspondence that could be construed as derogatory or libellous towards Variety and its staff, event entrants, officials, volunteers, supporters and grant families
- Act in accordance with all fiduciary duties, complying with the spirit as well as the letter of the law
- Enthusiastically support Variety – the Children’s Charity’s mission and vision and ensure at all times that conduct will not negatively impact or denigrate Variety.

### **SOCIAL MEDIA**

When choosing to share your event experiences through social media, please adhere to the following guidelines:

- Ensure all images/text and video capture the fun, safe and entertaining aspects of the event
- Do not use any images that would have a negative impact on event entrants or the Variety name – i.e. comments or images that are off topic, inappropriate or offensive
- Do not post or share any images or videos of children that we meet along the way. Variety is required to obtain a signed consent form from their parent or guardian to use these images.

### **BANNED EVENT ENTRANTS**

In the instance where an event entrant is banned from future Variety events due to unacceptable behaviour, the event entrant in question agrees to:

- (a) the entry of their name and all relevant personnel details on a register recording their ban;
- (b) the creation and maintenance of the register in subparagraph (a) above by Variety or a party appointed by Variety to create, complete or maintain all or any part of the register in subparagraph (a) above;

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(c) the communication by Variety or its relevant stakeholders of the content of the register described in subparagraph (a) above to any third party including but not limited to any other Variety tent, whether within or outside of Australia;

(d) the reference to, reliance on and use by any party described in subparagraph (c) in relation to any event in which Variety is in anyway involved whether within or outside of Australia, and they accept that they will be excluded from entering all Variety events throughout Australia for the duration of that ban.

### **ADDITIONAL CONDITIONS OF ENTRY**

Variety reserves the right to amend the code of conduct and event rules and regulations at any time. The current version of this document will always be found at [variety.org.au](http://variety.org.au). During an event, Variety may verbally specify further conditions where it is impractical to provide notice of the same in writing to the event entrants.

### **RELATED DOCUMENTS**

Jet Trek Indemnity

Bash Indemnity

4WD Adventure Indemnity

Variety Bash Adventure Indemnity