HOLSTEIN FRIEISAN NZ

NATIONAL ALL DAIRY BREEDS YOUTH CAMP

CODE OF CONDUCT – CAMP STAFF, PARTICIPANTS AND GUARDIANS

Effective Date: 19 October 2026

The National All Dairy Breeds Youth Camp provides an opportunity for young people to develop their dairy cattle handling skills, build friendships, learn from experienced breeders, and develop leadership and teamwork.

All participants and guardians are expected to contribute to a safe, positive, inclusive and enjoyable camp environment. By attending the camp, participants and guardians agree to abide by this Code of Conduct, the Health & Safety and Camp Rules, and all instructions given by the Camp Staff and authorised camp personnel.

1. Participant Responsibilities

All participants must:

Respect and Behaviour

- Treat all Participants, Guardians, and Camp Staff with respect and courtesy.
- Demonstrate good sportsmanship, honesty, fairness and respect for others, regardless of age, experience, breed affiliation or background.
- Refrain from bullying, harassment, discrimination, intimidation, offensive language, inappropriate behaviour or any form of physical or verbal abuse.
- Respect other people's personal space, privacy, property and belongings.
- Contribute positively to a friendly, inclusive and supportive camp environment.

Safety and Animal Welfare

- Follow all health and safety requirements, camp rules, Disease Protection Protocols and instructions from the Camp Leader and camp personnel.
- Prioritise personal safety, the safety of others and the welfare of all animals at all times.
- Handle animals calmly, patiently and responsibly, following the instructions provided by instructors.
- Immediately report any injury, illness, unsafe situation, animal welfare concern or damage to equipment to the Camp Leader or an instructor.
- Wear appropriate footwear and clothing for all camp activities and use equipment only as instructed.
- Never undertake an activity for which they have not received appropriate instruction or approval.

Participation and Responsibility

- Participate positively in camp activities and work cooperatively with their team.
- Take responsibility for the care of their allocated heifers, equipment and facilities.
- Complete allocated duties, including animal care and night shifts where applicable, and arrive on time for scheduled activities.
- Respect sleeping arrangements, quiet times and the need for other participants to rest.
- Keep camp facilities clean and tidy and dispose of rubbish appropriately.
- Respect the camp's drug, alcohol and smoke/vape-free requirements.
- Not leave the camp site or designated activity areas without the Camp Leader's permission.
- Not use personal vehicles during the camp, in accordance with the existing camp rules.

- Use mobile phones responsibly and comply with restrictions on their use in the barn and around clipping frames.

Personal Conduct

- Maintain appropriate boundaries and respect the privacy and dignity of others.
- Not enter another participant's sleeping area without the permission of the Camp Leader.
- Not take photographs, record videos or share images or personal information of others without appropriate permission.
- Not post or share content on social media that is disrespectful, bullying, threatening or damaging to other participants or the reputation of the camp.

2. Guardian Responsibilities

Guardians attending the camp are expected to support the safe and positive delivery of the camp and must:

- Take responsibility for the supervision, safety and wellbeing of the young person or young people in their care, consistent with the camp's supervision arrangements.
- Ensure participants in their care understand and comply with the Code of Conduct, Health & Safety and Camp Rules, and Disease Protection Protocol.
- Follow all instructions given by the Camp Leader and cooperate with camp personnel.
- Model respectful behaviour, positive sportsmanship, patience and appropriate conduct at all times.
- Treat all participants, guardians, volunteers, instructors and camp personnel with courtesy and respect.
- Allow participants the opportunity to develop independence, teamwork and practical skills while providing appropriate support and supervision.
- Not interfere in the responsibilities of instructors, team leaders or the Camp Leader, or direct participants to disregard camp instructions.
- Raise concerns regarding safety, animal welfare, participant behaviour or camp operations directly with the Camp Leader in a respectful and timely manner.
- Ensure any participant in their care who is unwell, injured, distressed or unable to safely participate is brought to the attention of the Camp Leader.
- Respect the privacy of all participants and obtain appropriate permission before photographing, recording or sharing images of other young people.
- Ensure participants in their care are collected and depart in accordance with camp arrangements.

Additional Requirements for Participants Under 15 Years of Age

- Participants under 15 years of age must be accompanied by a guardian and may not stay overnight at the camp site.
- Guardians are responsible for ensuring their young person arrives at and departs from the camp site at the agreed times and is appropriately supervised outside camp activities.
- Guardians must communicate any relevant health, safety, medical or support requirements to the Camp Leader before the camp begins.
- Guardians must ensure their young person is not left at the camp site without the required supervision arrangements in place.

3. Alcohol, Drugs and Inappropriate Behaviour

The camp is a drug, alcohol and smoke/vape-free environment. This requirement applies to participants, guardians , volunteers, camp personal, and all other people attending the camp.

Aggressive, abusive, threatening, bullying, discriminatory or otherwise inappropriate behaviour will not be tolerated. This includes behaviour in person, through electronic communications or on social media where it relates to camp participants or activities.

4. Breaches of the Code of Conduct
Any concerns or breaches of this Code of Conduct must be reported to the Camp Leader as soon as possible.

The Camp Leader, in consultation with appropriate camp personnel, will assess the circumstances and determine the appropriate response. Depending on the nature and seriousness of the breach, this may include:

- A verbal reminder or warning.
- A discussion with the participant and, where appropriate, their guardian.
- Restriction from a particular activity where necessary for safety or animal welfare.
- Removal from an activity or the camp where behaviour presents a risk to the safety or wellbeing of others, compromises animal welfare, or involves serious or repeated misconduct.

Serious concerns may require immediate action to protect participants, guardians, volunteers, camp personnel or animals.

Any decision to remove a participant or guardian from the camp will be communicated to the individual concerned and, where appropriate, their parent or guardian. Arrangements for safe collection or departure will be made, as necessary.

5. Acknowledgement
All participants and guardians are expected to read, understand and comply with this Code of Conduct before attending the National All Dairy Breeds Youth Camp.

By attending the camp, participants and guardians acknowledge their responsibility to contribute to a safe, respectful and positive environment for everyone.