



NZSIA Code of Conduct

The NZSIA code of conduct sets out the guiding principles of the NZSIA to be applied in decision making and behaviours to ensure the NZSIA retains and advances its reputation in the Snowsports Industry.

The fundamental Principles that NZSIA will use to guide its behaviours, decisions, processes and regulations are

1. Values – 360 Safe, The stoke passion, Been Inspired Have inspired Will Inspire, Lead Develop Grow, We Walk our Talk, Manaakitanga.
2. Objectivity
3. Equality and Inclusion
4. Confidentiality
5. Professional Behaviour & Competence

Scope of Code of Conduct - To cover officers, employees and all members when working and teaching with a NZSIA qualification, or when taking part in an NZSIA course.

It covers all members in positions within the snow sports industry where NZSIA membership was a consideration in obtaining that position.

The NZSIA code of conduct is designed to provide guidance in decision making and to define acceptable standards of professional conduct and behaviour. It includes communications in person, print and social media platforms.

Members should be guided not only by the words in the NZSIA code of conduct but also by the spirit and philosophies it represents.

The Code of conduct is not intended to replace or repeal responsibilities imposed by Law or contractual obligation.

Members should comply with the following guiding principles:

1. Values – Members have an obligation to embrace and express the values of the NZSIA
 - a) 360 Safe – Priority is given to the safety of the public, clients and members at all times
 - b) Lead develop grow – Members are seen as leaders in the industry. Leaders are responsible for “growing” others
 - c) Walk our Talk - Show integrity in your communications and your actions

- d) Been Inspired, Have Inspired, Will Inspire - Members should behave as role models and actions should reflect this
- e) The Stoke. The Passion. – Demonstrate and embrace the “Spirit” of Snowsports
- f) Manaakitanga - All members shall to the best of their ability display, exhibit and uphold our value of Manaakitanga, by showing hospitality, kindness, generosity, respect and support for others

2. Objectivity – Members have an obligation not to compromise their professional judgement because of bias, conflict of interest or undue influence of others.

- a) Members should not allow bias to influence decisions. Bias can be but is not limited to gender, sexual orientation, race, religious or ethical beliefs and age
- b) Conflicts of interest arise if a member has or appears to have private or personal interests that will prevent them performing their duties with integrity and independence
- c) All judgements and decisions made by members, officers and employees shall be made based on merit. Any payment, gift, or other benefit shall not influence members, officers or employees’ decisions

3. Equality and Inclusion - At all times cultural respect shall be shown to all members, and non-members. All communications and actions shall be open without any offence or prejudice.

- a) Members recognise that all other members and non-members should be treated with respect and that all decisions and actions should be made with consideration to equality
- b) Members should not offend verbally or by action, the dignity or integrity of any individual or group of people on account of race, colour, gender, sexual orientation, religious or ethical beliefs or any other reason.
- c) NZSIA does not tolerate sexual harassment. Sexual harassment is understood as any unwelcome, unsolicited and unreciprocated sexual advance, request for sexual favour, verbal or physical conduct, gesture of a sexual nature or any other behaviour of a sexual nature that has or that might reasonably be expected or be perceived to offend, humiliate or intimidate another person

4. Confidentiality - If a NZSIA member is in a position where private, or sensitive information is given, then at all times confidentiality and respect for that information shall be maintained.

- a) Members should not disclose confidential information to any 3rd parties without proper and specific authority.
- b) Members should not use confidential information for their own personal gain or for the personal gain of an interested 3rd party.

5. Professional behaviour and competence - All members shall maintain the highest level of professionalism and competency

- a) It is each member’s responsibility to maintain their levels of professionalism and competency for any role they might take, or advice that they might give based on their NZSIA membership, office or employment

- b) Members of the NZSIA, when representing their role within the organisation, or while working under the NZSIA qualification shall do so without being impaired or intoxicated, by drugs, alcohol, or by any other means
- c) Members are responsible for knowing the local laws and regulations of the area that they are in, and they shall abide by those laws and regulations
- d) Members should show control, courtesy, respect, honesty, dignity and professionalism when representing their role within the organisation, or while working under the NZSIA
- e) Members should accurately represent their position, experience and competence
- f) Members should not engage in behaviours that bring the NZSIA into disrepute

Breaches and Consequences

If any person is concerned that this Code of Conduct has been breached by a member then they are recommended and encouraged to contact the President of the NZSIA, or any other officer and report the alleged breach.

It will be the President or any other officers of the NZSIA who will report the breach to the NZSIA Board as soon as is reasonably possible.

It will be the NZSIA Board's responsibility to respond to any such report in a positive and timely manner.

It will be the NZSIA Board's responsibility, if required, to initiate disciplinary proceedings.

If a member is found to have breached this Code of Conduct then the following would be some of the possible actions (but not limited to) that may be taken:

- Members receive a verbal notification of their breach - no further action
- Members receive a written notification of their breach - no further action
- Members may be asked to review their membership status and are offered an opportunity to present themselves to the NZSIA Board
- Members may have their benefits/privileges suspended
- Members may be asked to resign their membership
- Members actions may result in expulsion from the membership
- Member has the right to offer an explanation verbally and/or in writing to the Board for further consideration and action voted upon in regards to disciplinary action