



ST GEORGE LEAGUES CLUB
PHOTOGRAPHIC SOCIETY

St George Leagues Club Photographic Society: Code of Conduct and Ethical Principles

Updated: 11Aug 25 By Martin Regan, Marianthi Karadoukasand Simon Dolle

Please refer to Terms and Conditions of St George Leagues Club or affiliated clubs.

<https://stgeorgeleagues.com.au/terms-conditions-of-entry/>

This Code of Conduct and Ethical Principles is designed to ensure that all members of the St George Leagues Club Photographic Society are treated in a manner that reflects our mission, cultures, and values. Our Society is committed to providing and maintaining a collegial, productive, and safe environment, free from bullying, harassment, vilification, and victimisation for all members and guests.

This Code of Conduct and Ethical Principles ensures all members and guests are aware that there is always an expectation of appropriate behaviour, consistent with the STG Photographic Society's values, including fairness, integrity, open communication, and mutual respect.

This Code of Conduct and Ethical Principles applies whenever a member is on club premises, participating in an official organised event or activity, and/or is otherwise acting as an STG member including club administered social media platforms.

It is advised that this policy be reviewed no later than five (5) years' time, or earlier if deemed appropriate by the St George Photographic Society's Management Committee

1. Duty of the STG Photographic Society Management Committee

The STG Photographic Society Management Committee is committed to a policy to protect all members, including themselves, from any behaviour that interferes with another member or guest's participation and enjoyment of the society's, including but not limited to bullying,

harassment, and intimidation of any kind, and including all definitions laid out in section 10 below.

2. Duty of STG Photographic Society's Financial Members and Guests

All members and guests of the STG Photographic Society are required to abide by this Code of Conduct and Ethical Principles.

2.1 Compliance

All members are expected to:

- **Always observe** all STG Photographic Society's policies, procedures, rules, and regulations.
- **Comply** with all Federal, State, and local laws and regulations.
- **Comply** with all reasonable, lawful instructions and decisions related to the STG Photographic Society
- **Maintain** a high degree of ethics, integrity, honesty, and professionalism.
- **Comply** with all confidentiality requirements of the STG Photographic Society
- **Maintain** the good reputation of the society through adherence to both compliance and expected behaviours.
- **Comply** with all St George Leagues club, and associated clubs codes of conduct, terms and conditions, expected behaviours, and lawful directions.

2.2 Required Behaviour

All members should endeavor to:

- **Be honest, impartial, and conscientious** when involved in STG Photographic Society's approved activities.
- **Ensure** all decisions are made ethically.
- **Demonstrate respect** to individuals regardless of race, national or ethnic origin, color, religion, age, sex, sexual orientation, marital status, family status, disability, political opinion, or economic status.
- **Frame comments or criticism respectfully** and avoid public criticism of other members or organizers of events and activities. Bring any issues or criticism to the attention of the Management Committee.
- **Treat individuals fairly and reasonably.**
- **Always comply** with the rules, regulations, and policies of the STG Photographic Society, as adopted and amended by the Management Committee from time to time.
- **Not engage** in activities, behavior, or conduct that jeopardizes the health and/or safety of any individual.
- **Respect** the public or private facilities that are provided for STG Photographic Society members and events, and not willfully cause damage to those facilities, or to the property of the club or another member of the STG Photographic Society

- **Prevent** unwanted interruptions in formal presentations from personal electronic devices, including but not limited to mobile phones.
 - **Only use** personal information for the purposes for which it was collected.
 - **Not use or access** confidential or private information without proper authorization. Personal information should never be disclosed to another party unless the individual to whom it relates is aware of, and has consented to, the disclosure.
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3. General Conduct

The STG Photographic Society is dedicated to fostering a safe and welcoming environment where members, guests, and visitors can share their passion for photography, learn and practice their techniques, and ultimately improve their skills.

3.1 Respectful Conduct

- **Listen Actively:** Please refrain from talking while presenters or judges are speaking, unless questions are invited. This is basic courtesy and ensures everyone can hear the valuable information being shared, particularly during evaluations. Save your comments until the end unless the presenter has specifically asked for input during their session. If your activity might distract other members, please step outside the room.
- **Share Resources on Practical Nights:** On practical nights, especially those involving models or limited equipment like triggers, please take turns. We encourage everyone to get their shots, but kindly limit your time to a few minutes before moving aside so others can have an opportunity. This helps ensure all members get a fair chance.
- **Constructive Criticism:** The evaluation process, while sometimes seeming harsh, is intended to help members improve. Please refrain from making disparaging remarks about judges or other club members. We instruct judges on the spirit of evaluation rules, and we ask members to assist by complying with this as well. When discussing evaluations please ensure your comments are respectful and linked with photographic technique, avoid personal attacks.
- **Respect for Others:** Treat all members, models, and subjects with kindness, respect, and dignity. Embrace diversity and foster an inclusive environment where everyone feels welcome and valued, regardless of background, skill level, or experience. Avoid making derogatory or offensive comments about the work or opinions of others.

3.2 Prohibited Behaviour

- **Members must NOT engage** in any behavior that constitutes harassment, bullying, or any form of aggressive, threatening, or abusive behavior towards STG Photographic Society members or guests.
 - **Members must NOT engage** in any behavior that constitutes sexual harassment.
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4. Competition and Image Submission Guidelines

- **Understand Set Subject Definitions:** The title of a set subject isn't always self-explanatory. Always read the full definition, not just the heading, and strive to enter photos that fit within that definition. If your photos don't quite meet the criteria, consider entering them in the 'open' category or checking with the committee before submission.
 - **Focus on Progression:** The STG Photographic Society aims for the advancement and improvement of its members' photographic skills. Grade B focuses on improving technical skills, while Grade A concentrates on developing new photographic ways of seeing. Competition entries are expected to reflect this progression. Therefore, entering similar images into several Society competitions without showing desired progression is discouraged. However, images that have been improved in response to a judge's comments (and were not previously awarded) are welcome.
 - **Recent Work Preferred:** Competition entries are generally expected to be recent images (taken within the last year or two). New members are welcome to use images from their backlog, but this practice should be phased out within a year or two of joining the society.
 - **Maintain Blind Evaluation Integrity:** To protect the integrity of our blind evaluation process, do not include any identifying photographer information in the title or filename of your image. Judges are instructed not to consider metadata when evaluating photos, so including copyright information is at the photographer's discretion. However, editing metadata, especially date data, is frowned upon. If we suspect a photo's date has been altered, it will be disqualified until the photographer can produce the original file.
 - **Original Work Only:** All submitted photos must have been taken by the submitting member. While you can combine multiple photos, generative AI is strictly not permitted. The focus of the club is on your growth as a photographer in this spirit you should be trying to edit the photos yourself rather than using other people.
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5. Society Property and Information

5.1 Equipment and Facilities

- **Handle Equipment Responsibly:** Handle all equipment, whether personal or provided by the society, with care and respect. Ensure you return any borrowed equipment promptly and in good condition. If you damage or lose any equipment, report it immediately to a committee member. Respect the personal equipment of fellow photographers; do not touch or use another member's property without permission.
- **Society's Property:** STG Photographic Society's property is not to be removed from the club premises without recording it in the sign-out ledger and having this endorsed by the equipment officer or another committee member if the equipment officer is unavailable. If requested by the STG Photographic Society Committee, please provide information on where the property is to be stored and how it can be retrieved or accessed. This includes, but is not limited to, the following:
 - Collection of historical images

- Photographic print stands
- Photographic equipment
- Books, STG Photographic Society's Committee materials such as contracts, quotes, surveys, manuals, etc.
- Office equipment such as laptop, projectors, monitors, microphones, electronic devices, etc.

5.2 Emails and Internet Use

- **Committee members are authorized to share email communications** with one another to discuss important information related to committee business. This includes, but is not limited to, the discussion of formal complaints or concerns regarding a member's conduct.
 - When using club emails, the internet, and social media, members should:
 - **Not divulge** personal or confidential information of other members.
 - **Comply** with copyright regulations.
 - **Respect** local laws and regulations.
 - **Apply** the same conduct as expected at physical meetings and events.
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6. Safety and Well-being

- **Prioritize Safety:** Always prioritize safety during shoots and events. Follow all relevant safety guidelines, especially in outdoor locations or during group activities. Never engage in risky behavior that could harm yourself, others, or the environment. Report any accidents, injuries, or safety concerns immediately to the event organizers or Society's Management committee.
 - When visiting a site, either urban, coastal or another building location, always ensure no pollution or rubbish remains at that location and if a bin is unavailable bring any rubbish back for safe disposal.
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7. Club Communication and Activities

- **Authorized Social Media Posts:** Posting information about official club events, outings, etc., on the club's social media channels is restricted to authorized members of the Club Committee. Members who wish to post or otherwise advise about non-club events, outings, or groups may do so only if the information is available either in the post or through a link to the event promotional page that is accessible to all members. Closed or invite-only groups are not in the open spirit of the club. This ensures that events covered under the club insurance are distinguishable from other events and we promote a spirit of inclusion for non-club events.
- **Collaboration and Sharing:** We encourage a spirit of collaboration and the sharing of knowledge within the club. Share your work, techniques, and experiences to help others learn and improve. Use the club's platforms (social media, website, newsletters) responsibly, posting only content that aligns with the club's values and promotes a positive image. If collaborating with others, ensure all parties agree on

terms regarding the use and credit of shared work. Everyone has their own technique be mindful that different techniques can achieve similar results

- **Participate Respectfully:** Be respectful of the time and efforts of those organizing club events and activities. If you have suggestions or feedback, offer them in a respectful and constructive manner. Participate in club activities with enthusiasm and a willingness to contribute to the community's growth and success. Adhere to any additional rules or guidelines specific to events or activities, as set by the organizers or committee.
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8. Reporting

Members are encouraged to report any violations of this Code of Conduct and Ethical Principles, verbally or in writing, to the STG Photo Club Committee for action according to **Section 2.j of the Constitution**. A committee member receiving a verbal complaint must keep contemporaneous notes as soon as practical.

9. Consequences of Non-Compliance

- If a member breaches this Code of Conduct and Ethical Principles, disciplinary action may be taken.
 - If the breach of conduct is of a legal nature, it will be addressed in accordance with relevant Federal, State, or local government laws, and may be reported to St George leagues and affiliated clubs management.
 - A person in any membership category (including life membership) that does not adhere to this Code of Conduct and Ethical Principles may be brought before the STG Photo Club Committee for a determination of suspension or expulsion depending on the severity and frequency of the actions. **(See Constitution - Section 2 - Memberships)**.
 - If it is resolved through the processes outlined in **Section 2.j: Process of Complaint Handling** that the STG Photo Club Committee is to suspend or expel the member, the member will be given the right of appeal. Appeal processes are outlined in the **Constitution under Section 2.k. Right of Appeal**. The appeal will be determined by a simple majority of votes, by secret ballot, cast by the members, at a special general meeting.
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10. Definitions

- **Harassment:** Any comment or conduct directed towards an individual or group that is unwelcome, unsolicited, and considered offensive, abusive, racist, degrading, malicious, intimidating, humiliating, threatening, or sexist.
 - Examples of harassment include, but are not limited to: written or verbal abuse, threats, outbursts or inflammatory remarks; unwelcome remarks,

jokes, comments, innuendos or taunts; practical jokes which cause awkwardness or embarrassment; any situation created intentionally to cause embarrassment, harassment or ridicule and/or risks emotional and/or physical harm to members; uninvited physical contact or assault; retaliation or threats of retaliation against an individual who reports harassment or any other breach of this Code of Conduct and Ethical Principles; behavior that intimidates, manipulates, offends, degrades or humiliates; unreasonable criticism that is not part of managing an STG Photo Club member's conduct; exclusion or isolation by other STG Photo Club members; withholding information STG Photo Club members or committee might need to perform tasks and activities; behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment.

- **Bullying Behaviour (including cyberbullying):** Any verbal, physical, social, or psychological abuse. It can range from very obvious verbal or physical assault to very subtle psychological abuse. Bullying is a safety hazard and poses a risk to a person's physical and/or psychological safety. If in doubt refer to www.antidiscrimination.nsw.gov.au.
- **Sexual Harassment:** Any form of unwanted, unwelcome, or uninvited sexual behavior that is offensive, humiliating, or embarrassing. **(See also The Sex Discrimination Act 1984 and the Fair Work Act for further context.)**