



Code of Conduct

Purpose

SCA Ltd is committed to promoting and supporting the positive aspects of pre-17th century re-enactment. This Code aims to ensure that the Society's core values, good reputation and positive behaviours are maintained by all participants by providing a simple code that assists in delivering a safe, fair and inclusive environment. It also seeks to deter conduct that could damage the Society by impairing public confidence in the integrity and good character of participants and the Society as a whole.

This policy sets out the behaviour that all participants of the Society for Creative Anachronism within Australia must agree to abide by as a requirement of their participation. Failure to abide by this code of conduct will be subject to the Issue Resolution Procedure and/or Sanctions Guide.

Authorisation

The Society for Creative Anachronism Ltd. (Australia)

Policy Details

All members of SCA Ltd within Australia are required to abide by the Code of Conduct during Events, Activities and Meetings within the Society, or during interactions within the SCA community, whether in person, in print or via other media. These standards include:

- Treating all participants of the SCA equally, fairly and with dignity regardless of race, gender, religion, disability, age, or sexual orientation. This includes valuing personal confidentiality.
- Acting with all care and due diligence, accepting responsibility for your actions and using SCA resources in a proper manner.
- Not engaging in any acts of abuse or misconduct, including but not limited to bullying, harassment, victimisation, assault including physical or sexual assault, grooming, or unlawful discrimination.
- Recognising that the SCA is inclusive of all age groups and taking all reasonable steps to protect the health, safety and wellbeing of all people participating within the SCA.
- Complying with any lawful and reasonable directions given by a person having the authority to give the direction.
- Disclosing, and taking reasonable steps to avoid any potential or actual conflict of interest, or anticipated perception of conflict of interest, especially in connection with holding an office or position of responsibility.
- Behaving in a way that upholds the integrity and good reputation of the SCA. This includes refraining from the use of symbols that may be perceived as offensive to a large segment of the SCA or the general public.
- Not using the Society to promote personal beliefs (including politics), behaviours or practices that are incompatible with the principles outlined in this code of conduct.

- Reporting reasonable concerns regarding significant breaches of this code and disclosing incidents or circumstances that could damage the SCA or bring into question the integrity and good character of its participants, to the appropriate SCA authority.
- Complying with all other SCA Ltd Policies and Procedures as may be updated from time to time, complying with all applicable Federal and State laws, and participating in any process initiated in accordance with the Issue Resolution Procedure.

Breaches of the Code of Conduct will be addressed by the Sanctions Guide as appropriate, or an updated Issue Resolution Procedure that may replace or supplement it, and may constitute, among other outcomes, grounds for revocation of membership and denial of participation.

All participants are reminded that they are bound by Australian Federal and State Laws, including the Child Protection Acts of each state, and are required to conduct themselves in accordance with SCA Ltd policies, procedures and regulations governing participation in all SCA Ltd Events and Activities in Australia.

Members are also reminded that sanctions exist for non-compliance with Australian Federal and State Laws, this Code, and SCA Ltd Policies and Procedures. Depending on the severity of a breach, escalation to a higher stage of the Issue Resolution Procedure may be considered appropriate as a first step by the Officers or Board of SCA Ltd. This may include referrals to the relevant law enforcement agencies.

The Code of Conduct, as laid out in **Attachment 1**, is to be displayed at all SCA Ltd Events and Activities.

Defined terms

Activity/Event/Meeting: For the purpose of this document, this covers all SCA events sponsored by official branches of the Society, registered with the Seneschal of the sponsoring branch, publicised at least to the members of that branch, and conducted according to Society rules. This includes garbed events, regular activities, and business meetings.

Assault: Defined as intentionally putting another person in reasonable apprehension (belief) of an imminent harmful or offensive contact, or the infliction of physical harm or unwanted physical contact. Physical injury is not required. Sexual assault occurs when someone is unable to and/or does not give consent to sexual touching or a sexual act.

Bullying: Bullying is when people repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their wellbeing.

Child Protection Acts: The areas of public law where authorities may intervene in family settings because of an allegation of harm or significant risk of harm to a child. Legislative acts differ in each state and territory. Details can be found via the Australian Child Protection Legislation resource sheet [here](#).

Conflict of Interest: A conflict of interest is a conventional expression that refers to circumstances in which someone's personal interests may conflict with their public duty. A conflict of interest exists when a reasonable person might perceive that an official's personal interest(s) could be favoured over their public duties.

Grooming: Any form of communication with a child, or the caregiver of a child, with the intention of facilitating sexual conduct with the child at a later date.

Harassment: Unwanted behaviour that offends, humiliates or intimidates, and creates a hostile environment. It does not need to be repetitive

Unlawful Discrimination: It is unlawful to discriminate on the basis of a number of protected attributes including age, disability, race, sex, intersex status, gender identity and sexual orientation.

Victimisation: Subjecting or threatening to subject a person to some form of detriment because they have lodged, or proposed to lodge a complaint, or have reasonably asserted their rights, or supported someone else's rights.

Other Relevant Documents

SCA Inc (US) Governing Documents ('Corpora')

SCA Ltd Bullying and Harassment Policy

SCA Ltd Child Protection Policy

SCA Ltd Publications Policy (to be finalised)

SCA Ltd Social Media Policy

Further Information

For further information on the above policy, please contact the SCA Ltd Secretary by emailing secretary@sca.org.au or by post to:

The Secretary

Society for Creative Anachronism Ltd

PO BOX 4160

WESTON CREEK ACT 2611

Revision History

Written: 5 August 2013

Revised: 17 July 2014

Revised: 1 November 2015

Revised: 15 November 2017

Revised: 1 March 2020

Addition of QR code: 19 November 2024

Revised: 18 January 2025

Next Review: 18th January 2029

Code of Conduct Summary

(to be displayed at all SCA activities)

All members of SCA Ltd within Australia are required to abide by the Code of Conduct during Events, Activities and Meetings within the Society, or during interactions within the SCA community, whether in person, in print or via other media. These standards include:

- Treating all participants of the SCA equally, fairly and with dignity regardless of race, gender, religion, disability, age, or sexual orientation. This includes valuing personal confidentiality.
- Acting with all care and due diligence, accepting responsibility for your actions and using SCA resources in a proper manner.
- Not engaging in any acts of abuse or misconduct, including but not limited to bullying, harassment, victimisation, assault including physical or sexual assault, grooming, or unlawful discrimination.
- Recognising that the SCA is inclusive of all age groups and taking all reasonable steps to protect the health, safety and wellbeing of all people participating within the SCA.
- Complying with any lawful and reasonable directions given by a person having the authority to give the direction.
- Disclosing, and taking reasonable steps to avoid any potential or actual conflict of interest, or anticipated perception of conflict of interest, especially in connection with holding an office or position of responsibility.
- Behaving in a way that upholds the integrity and good reputation of the SCA. This includes refraining from the use of symbols that may be perceived as offensive to a large segment of the SCA or the general public.
- Not using the Society to promote personal beliefs (including politics), behaviours or practices that are incompatible with the principles outlined in this code of conduct.
- Reporting reasonable concerns regarding significant breaches of this code, and disclosing incidents or circumstances that could damage the SCA or bring into question the integrity and good character of its participants, to the appropriate SCA authority.
- Complying with all other SCA Ltd Policies and Procedures as may be updated from time to time, complying with all applicable Federal and State laws, and participating in any process initiated in accordance with the Complaint Handling Procedure.

Breaches of the Code of Conduct will be addressed by the Sanctions Guide as appropriate, or an updated Complaints Handling Procedure that may replace or supplement it, and may constitute, among other outcomes, grounds for revocation of membership and denial of participation.

There is a form available to report any Incident and Hazard that may occur at any SCA event. This includes violations of the Code of Conduct.

