



The German Shepherd Dog Club of SA Inc.

62nd Annual General Meeting AGENDA

Friday 27th November 2020, commencing at 8p.m.,
in the Clubrooms: "Pedigree Park", West Beach Road,
WEST BEACH.

- Item 1.** Minutes of the 61st Annual General Meeting 29th November 2019.
- Item 2.** President's report of the Club's activities for 2019 – 2020.
- Item 3.** Treasurer's Report, adoption of Financial Statement, and auditor's report.
- Item 4.** Nomination for Auditor for 2020/2021.
- Item 5.** List of Financial Members, Club Property List, List of Perpetual Trophy Holders and Trophy Records.
- Item 6.** Election of Office Bearers and Committee.

The positions for re-election and the retiring position holders are:

2nd Vice President: Christine Collins
Hon. Secretary Stephen J Collins
Committee Members: Andrew O'Loughlin, Judy O'Loughlin

Nominations received:

Position	Nominee	Proposed	Seconded
2nd Vice President:	C Collins	JJ De Lucia	SJ Collins
Hon Secretary:	SJ Collins	JJ De Lucia	P Flynn
Committee:	Nominee	Proposed	Seconded
	K Stacey	SJ Collins	P Flynn

Five (5) positions required, two (2) for two (2) year terms

Item 7 Life Membership

Mr Tom Ory

Tom joined the GSDC of SA in 1985

Tom has been consistently involved with the club since joining. He has represented the Club in several Balmead Shield teams

* In 1991, Tom became an Obedience instructor of the Club.

* Tom was elected by his peers as Head Instructor in 1998 and held that position until 2002

* Tom has assisted the Club at all Nationally held events hosted by the Club.

Tom has been a tireless worker for and invaluable member of the GSDC of SA and it is with pleasure that the **Committee** nominate him to be bestowed, Life Membership.

Proposed by the Committee

Mr Peter Flynn

Peter joined the GSDC of SA in 1984 together with his wife, Kitty.

Peter's involvement with the club has been extensive.

* Peter was an Obedience Instructor of the Club at the Northern Branch for several years.

* In 2011, Peter was first elected to the Committee of the club in the position of, Hon. Treasurer a position which he currently holds

Peter has served on the Breed Affairs sub-committee for the past Ten (10) Years

Peter has been a tireless worker for and invaluable member of the GSDC of SA and it is with pleasure that the **Committee** nominate him to be bestowed, Life Membership.

Proposed by the Committee,

Item 9 Discrimination & Harassment Policy

1. PURPOSE

This policy is designed to assist all members in understanding their responsibilities with regard to discrimination, harassment and bullying.

2. SCOPE

This policy applies to all members and volunteers (members).

3. POLICY

The German Shepherd Dog Club of SA Inc (in future reference GSDCSA) is committed to proactively providing an environment that is free from, harassment and bullying for all Members and volunteers.

Those in Scope of this policy must comply with all reasonable requests from Club Officials, it should be noted that penalties may apply to breaches of not adhering to a request.

The GSDCSA aims to:

- Ensure that its structures and practices are in place.
- Provide members with information about victimisation and bullying.
- Ensure that its policies, procedures, and official documentation is acted upon.
- Create an environment that promotes, no bullying or harassment will be tolerated.

4. PROCEDURE

PROCEDURE Responsibility

1 Rights & Responsibilities

1.1 All members are entitled to:

- Decisions made on the basis of merit and not effected by irrelevant personal characteristics.
- Activities, free of harassment and bullying.

- The right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner all to be in writing (see section 3 – Issue Resolution) without being punished or victimised.
- Reasonable consideration for all written complaints

1.2 All members must:

- Treat everyone they have contact, with courtesy and respect. This includes all electronic social media
- Avoid gossip and respect the confidentiality of the Issues Resolution Process.

1.3 All members must:

- Be role-models for appropriate standards of behaviour.
- Take action to ensure all members are educated and aware of their obligations under this policy.
- Intervene promptly, fairly, and properly when they become aware of inappropriate behaviour.
- Wherever possible, assist individuals in informal resolution of problems and complaints.
- Refer formal complaints about breaches of this policy to the Committee or official on the Day.
- Act to ensure individuals who raise an issue or make a complaint are not victimised for doing so.
- Act impartially in resolving issues and enforcing behavioural standards and ensure relevant parties have an opportunity to be heard.
- Seriously consider and consult with Committee to fairly evaluate complaint
- Document complaints and actions taken to resolve the complaint.

2 Unacceptable

2.1 The following specific behaviours are contrary to the GSDCSA policy and, in some circumstances, any member found to have engaged in such conduct may be counselled, disciplined or have their Membership with The GSDCSA terminated or suspended.

2.2 Discrimination

Discrimination occurs when an individual or a group is treated unfavourably because of a personal attribute.

2.3 Harassment

Harassment is a type of discrimination involving unwelcome language or behaviour that, regardless of the intention of the perpetrator, could be reasonably anticipated to offend, embarrass, intimidate, or threaten another person because of an attribute.

Harassment can take many forms, including jokes, teasing, nicknames, emails, pictures, text messages, social isolation, ignoring people, or unfair practices.

Harassment can occur regardless of the intention or the formal authority of the perpetrator. It is the effect of the behaviour and the degree to which this effect could be reasonably anticipated that makes it harassment.

2.4 Bullying

Bullying is repeated, unreasonable behaviour directed toward an individual, or group of individuals.

Behaviours that may constitute bullying include:

- Sarcasm and other forms of demeaning language.
- Threats, abuse or shouting.
- Coercion.
- Blaming.
- "Ganging up".
- Constant unconstructive criticism.

Bullying is not:

- Reasonable comment, advice, or administrative action
- Disciplinary action.
- Reasonable Committee action done in a reasonable way.
- The implementation of organisational change.
- Conflict or differences of opinion between individuals.

3. Issue Resolution

3.1 Internal

If you consider you have been harassed or bullied, do not to ignore it. Ignoring it might be interpreted by the other person as consent.

Do not respond to unacceptable behaviour with more unacceptable behaviour.

If you are angry and upset because of unfair treatment, Committee encourages you to take some time to prepare for what to do next, or seek help from Committee,

GSDCSA recommends you try to resolve your issue using one of the following options:

Formal—a formal complaint (describing what has happened and why you feel it was against this policy) can be made in writing or by email to The Club Secretary

A verbal statement can be made on the day of the event but must be followed up by a written statement appropriate action if needed will be taken on the day and all parties will accept the direction of the Club official. If the member agrees that the written account is true and correct, they will be required to sign it.

All complaints of harassment or bullying will be treated quickly, seriously, and sympathetically. They will be investigated thoroughly, impartially, and confidentially.

You will be interviewed and so will the person or group you have complained about. Witnesses may also be interviewed, and other evidence will be considered.

Formal complaints cannot normally be lodged anonymously, because the person(s) you are complaining about have the right to know exactly what it is you believe they did wrong and are entitled to give their side of the story.

The investigator of a formal complaint will compile a report.

Investigation which contains:

- A description of the investigation process
- A summary of your complaint
- A summary of the response from the person or group complained
- A summary of the evidence
- A finding of whether there was or was not a breach of policy

Both the person who has complained and the person(s) complained about have the right to know what the finding was. The person(s) complained about will be advised of any disciplinary action which may be imposed on them. The person who has complained may be advised if the person(s) complained about will be disciplined but will not be made aware of the level of discipline.

Both the person who has complained and the person(s) complained about may challenge the finding. If challenged, the investigation process will be reviewed by an appropriately qualified and experienced person, which may include an external party.

3.2 External

Members however are encouraged to seek resolution via the internal processes described in this policy prior to contacting an external body.

3.3 Outcomes

Many different outcomes are possible from taking any of the options outlined above, and include:

- A review of a decision
- An agreement that the inappropriate behaviour will change or stop
- An apology
- Education or training for a person or group
- Changed member practices
- A change in policies
- A formal warning (with a varying degree of severity)
- Other formal discipline, such as Termination of membership.

Meeting Close

SJ Collins

Hon. Secretary

Open Discussion:.