

Code of Conduct

The Oceanic Judge Association expects that its members will always display the highest standards of professionalism and personal conduct in serving the needs of the communities they represent, and those of their fellow members.

Purpose

The purpose of this policy is to affirm The Oceanic Judge Association's belief in responsible and ethical behaviour from all members when representing The Oceanic Judge Association.

Scope

This policy applies to all members of The Oceanic Judge Association, whenever they are identified as a representative of the Oceanic Judge Association. In some circumstances this will include times when they are not working at an Oceanic Judge Association supported event, such as when playing MtG at a store, posting on social media, or when they are in the community on behalf of The Oceanic Judge Association. In all cases, this includes operating within OJA associated social media and events, such as the OJA Discord and Slack channels or when working as a representative of OJA.

Definitions

Term	Definition
Conduct	Conduct refers to the way a person behaves, especially in a particular place or situation.
Discrimination	Discrimination occurs when a person is treated less favourably or harassed in certain areas of public life including their employment because of a personal characteristic or prescribed attribute that is protected under law. For the purpose of this policy, employment refers to a person's involvement in The Oceanic Judge Association in a professional capacity. Direct Discrimination occurs when a person is denied a benefit or an opportunity on the grounds of any of the prescribed attributes.

	<p>Indirect Discrimination occurs when a policy, rule or practice has a discriminatory effect against a person or group of people in relation to any of the prescribed attributes.</p>
<p>Attributes</p>	<p>An 'attribute' includes another person's:</p> <ul style="list-style-type: none"> ● Race ● Colour ● Sex ● Gender Identity ● Sexual orientation ● Pregnancy status ● Social origin ● Religion ● Family or carer's responsibilities ● Age ● Physical or mental disability ● Marital status ● Political opinion ● National extraction ● Personal association with a person or people identified by reference to any of these attributes ● Any other attributes protected by law
<p>Bullying</p>	<p>Bullying is repeated, unreasonable behaviour directed towards a member or a group of members that creates a risk to health and safety and is unlawful. Bullying can occur by direct or indirect means.</p> <p>Repeated behaviour refers to the persistent nature of the behaviour and can involve a range of behaviours over time.</p> <p>Unreasonable behaviour means behaviour that a reasonable person, having regard for the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating, threatening, or in any other way causes another person harm or discomfort.</p> <p>Direct bullying occurs between the specific people involved. This can be against an individual member or a group of members.</p>

	<p>Indirect bullying involves third parties participating in bullying behaviours. For example, passing on insults or spreading rumours. Indirect bullying mostly inflicts harm by damaging another's social or professional reputation, peer relationships, and self-esteem.</p>
Harassment	<p>Harassment occurs where a person engages in uninvited or unwelcome behaviour which a reasonable person would expect would cause another person to be offended, humiliated, or intimidated. It does not matter if the person who committed the act intended or did not intend to upset or cause offence to the other member or members.</p>
Sexual Harassment	<p>Sexual harassment is defined in the Sex Discrimination Act 1984 (Cth) as: 'any unwelcome conduct of a sexual nature that a reasonable person, having regard to all the circumstances would have anticipated would offend, humiliate, or intimidate the other person.' Similar definitions are found in State and Territory anti-discrimination and equal opportunity legislation.</p>
Member	<p>Member refers to any person holding an active membership status in the Oceanic Judge Association, including Emeritus status.</p>
MtG	<p>MtG refers to the trading card game "Magic: The Gathering", inclusive of all formats and event classifications as outlined in the Magic Tournament Rules.</p>
Greater MtG community	<p>The Greater MtG community refers to any attending members of MtG events which The Oceanic Judge Association is supporting. This can be players, Tournament Organisers, sponsored guests, people viewing a livestream or video of the event, or anyone else attending the venue.</p>

Policy

The code of conduct is aligned with The Oceanic Judge Association's core values. This policy describes standards of professional conduct that promotes adherence to our values.

Values

The values which the Oceanic Judge Association uses as a foundation are:

- Service
 - Providing excellent service to the Greater MtG Community, both at events and in online spaces
 - Providing excellent service to Tournament Organisers
- Integrity
 - Upholding the rules and policies regardless of personal relationships or other potential biases
 - Holding others to the same level of integrity, to create community spaces of trust
 - Earning the trust of others by showing that integrity in all aspects of your membership with the Oceanic Judge Association
- Community
 - Creating, interacting with, and growing community spaces both in respect to the Oceanic Judge Association and the Greater MtG Community
 - Helping resolve community conflicts as a respected member of the community
 - Helping to connect people to communities, especially people that may feel disconnected or isolated
- Respect
 - Respect for each other, regardless of their attributes
 - Respect for the tournaments and players therein
 - Respect for the Oceanic Judge Association, and relevant products and services

Obligations

All members have an obligation and duty of care to:

- Comply with prevailing community standards of equity, justice, fairness, and compassion in dealing with others within The Oceanic Judge Association, the greater MtG community, and beyond these bounds.
- While working as a member of event staff, perform duties in a responsible and professional manner, with due regard for The Oceanic Judge Association's policies, the policies and expectations as provided by the Tournament Organizer or venue, and any other legal requirements and obligations.
- Act responsibly in the proper use of The Oceanic Judge Association's resources including information, funds, social media channels, and forums.
- Promote and protect The Oceanic Judge Association's reputation in the wider community, including but not limited to interacting with the greater MtG community and the general public at events.

- Act appropriately when a conflict arises between our self-interest and our duty to The Oceanic Judge Association.

Personal Conduct

All members are expected to:

- Treat everyone with courtesy, respect, kindness, consideration, and sensitivity to their rights.
- Refrain from all forms of harassment and discrimination.
- Always act honestly, in good faith, and respectful of the trust placed in us.
- Respect everyone's rights to privacy and keep personal information in confidence.
- Consider the impact of our decisions and behaviour on the well-being of others, be they fellow members of The Oceanic Judge Association or otherwise.
- Refrain from acting in any way that would unfairly harm the reputation and potential progression within The Oceanic Judge Association of other members.
- Seek advice from a committee member where another member's behaviour is perceived to be in breach of this Code of Conduct, and report any suspected corrupt, criminal, or unethical conduct to a committee member.

The Oceanic Judge Association will not tolerate discrimination, harassment, or any behaviour or language that is abusive, offensive, or otherwise unwelcome. If you believe you have experienced or witnessed anything in contradiction to this, reach out to a committee member and it will be investigated.

Professional Conduct

All members are expected to:

- Perform our duties diligently, impartially, conscientiously, with integrity, and to the best of our ability.
- Dress in an appropriate way for the events we are attending.
- Take our responsibility to maintain a safe and healthy workplace and do not conduct yourself in a way that might risk the health and safety of our members, or members of the greater MtG community.
- Keep up to date with advances and changes to the levels you are registered at within The Oceanic Judge Association's level system.
- Foster teamwork and unity among all members, and always give due credit to the contributions of others.
- Perform duties with skill, honesty, care, and diligence.
- Abide by policies, procedures, and lawful directions that relate to your work with The Oceanic Judge Association.

Stewardship of OJA's Resources

All members are expected to:

- Use The Oceanic Judge Association's technical and physical resources properly, responsibly, and for legitimate purposes.
- Seek permission from a committee member before using OJA's property for personal purposes.
- Use resources in a manner that causes no harm to the community or environment.
- Maintain the integrity and security of all OJA intellectual property.

Dealing with Conflicts of Interest

All members are expected to:

- Ensure that our financial and other interests and actions do not conflict or seem to conflict with the obligations and requirements of our company position – or advance our own interests over those of the company.
- Avoid any financial or other interest or undertaking that could, directly or indirectly, compromise the performance of our duties.
- Take all suitable measures to avoid or deal appropriately with any situation in which we may have, or been seen to have, a conflict arising out of our relationship with others within or beyond the company.
- Notify a committee member, as appropriate, of the existence of a perceived Conflict of Interest.
- Declare our relationship when participating in decisions affecting another person with whom we have a personal relationship.

Compliance

The Oceanic Judge Association expects co-operation from all members in conducting themselves in a professional, ethical, and socially acceptable manner of the highest standards. Failure to comply with the policy will be considered a serious breach of policy and will be investigated, and may result in disciplinary action, ranging from a verbal warning through to removal of Judge Levels/membership and expulsion from community channels. Disciplinary action will be assessed and determined on a case-by-case basis.

While the Code provides general guidance and minimum expectations regarding your conduct, no code or policy can ever cover every conceivable circumstance you may face. In everything you do, you are expected to listen to and act upon your conscience and help, build, and maintain The Oceanic Judge Association and your reputation.

Confidentiality

Whilst The Oceanic Judge Association will endeavour to preserve the confidentiality of those involved in alleged breaches of the Code of Conduct, it may be necessary to speak with other people involved to determine what happened and to maintain the integrity of the investigation process.

Where potentially unlawful conduct has occurred, The Oceanic Judge Association will need to alert the appropriate authorities.

Those people who are involved in the investigation (including the complainant, witnesses, etc.) are also under a duty to maintain confidentiality and display a commitment to uphold the integrity of the investigation process. If the complainant chooses to bring a support person with them to any meetings, they too are bound by confidentiality. Gossiping and/or the spreading of rumours because of, or in connection with, a process followed under this policy will not be tolerated under any circumstances and may lead to further disciplinary action for those concerned, as outlined under the **Compliance** section above.

Where the Oceanic Judge Association decides that a public statement is required, it will do so while maintaining appropriate confidentiality of all involved parties.

Further Information on Code of Conduct

For further information on the Code of Conduct or relevant policies and procedures, please contact a committee member.

A list of current committee members can be found [here](#).

Policy Version Notes	Code of Conduct V0.01 – Initial Code of Conduct proposal. No revision notes.
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