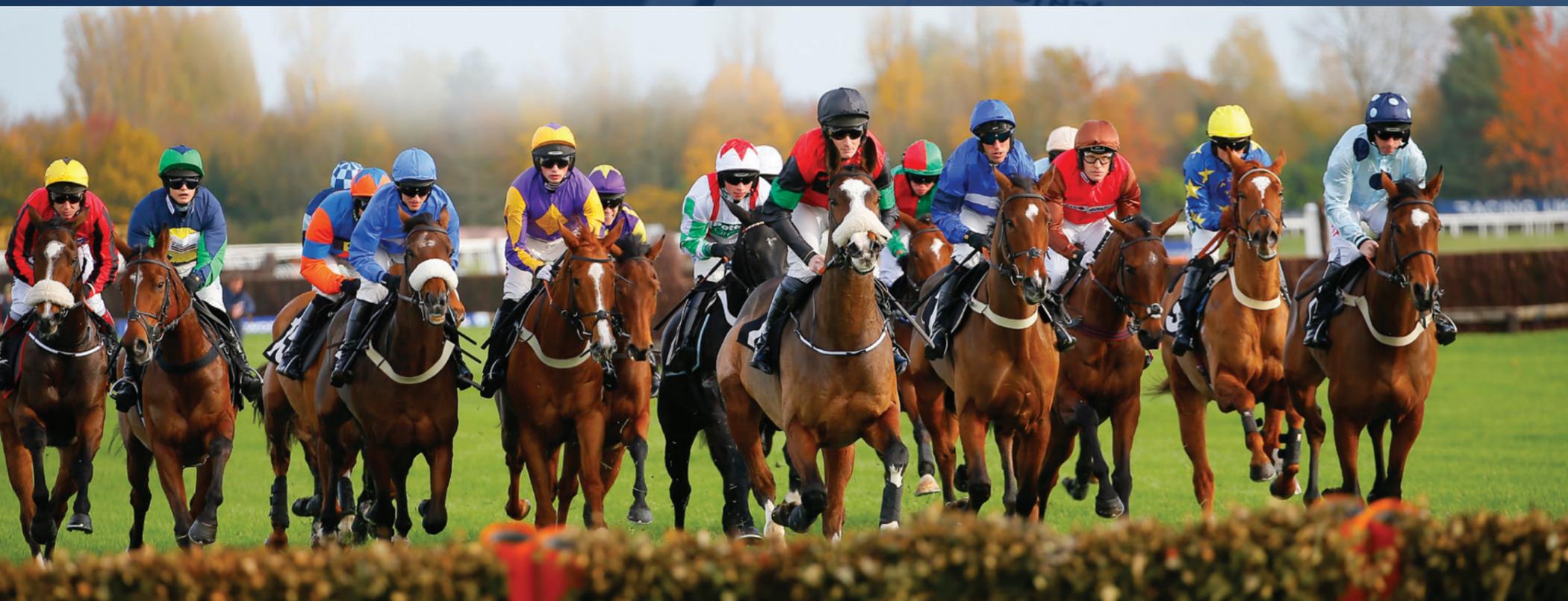


# PJA Code of Conduct



## 1. Overview

- 1.1 Members of the Professional Jockeys Association ("PJA") are the 'face' of horseracing in Great Britain and play a significant role in the promotion of the sport and in ensuring jockeys and the sport in general are subject to a positive image.
- 1.2 This Code of Conduct sets the standards of behaviour expected of PJA members.
- 1.3 Additionally, it outlines the PJA's reporting procedure.

## 2. Members pledges

- 2.1 Ensure all areas relevant to a professional jockey's horseracing activity including but not limited to the weighing room are at all times environments free of fear and intimidation.
- 2.2 Not to discriminate on any grounds, including but not limited to gender, marital status, race, colour, disability, sexual orientation, age, occupation, religious belief or political opinion.
- 2.3 Not to engage in or ignore any behaviour whatsoever that constitutes any form of abuse (including but not limited to physical, sexual and emotional, alongside neglect and bullying).
- 2.4 Treat others, including fellow jockeys and officials, with respect.
- 2.5 To have respect for, and take appropriate care of horses and their equipment.
- 2.6 Understand and abide by the Rules of Racing as laid down by the British Horseracing Authority ("BHA"), with particular emphasis on:
  - 2.6.1 not placing a bet or having an interest in a bet on horseracing in Great Britain or anywhere else in the world;
  - 2.6.2 not taking part in corrupt or fraudulent activity;
  - 2.6.3 not taking recreational drugs or other illegal substances; and
  - 2.6.4 not riding in a dangerous manner.
- 2.7 At all times act in the best interests of horseracing and not act in any manner which is improper or brings horseracing and the PJA into disrepute.
- 2.8 Adhere to the PJA's Sensible Social Media Policy.
- 2.9 Not enter the opposite sex changing/ weighing rooms, without a reason and clear invitation to do so. Once inside, do not stay or delay their exit upon the completion of the reason for entry.

## 3. Reporting

- 3.1 Members of the PJA should report behaviour that fall short of the requirements of this Code of Conduct.
  - 3.1.1 Reporting is to be made to a member of the PJA Team.
  - 3.1.2 All reporting by a PJA member will remain confidential save where disclosure is ordered as part of any disciplinary process or is required by law.
- 3.2 Courses of action resultant from the reporting of behaviours that fall short of the requirements of this Code of Conduct include but are not limited to:
  - 3.2.1 mediation, either by the PJA or through independent mediation services; and
  - 3.2.2 PJA reporting to the BHA, through any of its applicable formal channels that include but are not limited to:
    - 3.2.2.1 Racewise (horseracing's anonymous reporting service);
    - 3.2.2.2 BHA Safeguarding; and
    - 3.2.2.3 by way of direct reporting to BHA Stewards or Integrity Unit.