

Document Number:	Policy No 21
Document Name:	BRC Race Day Licensed Persons Protocols
Effective Date:	October 2023
Document Status:	Approved

1.0 Background:

1.1 The BRC requires licensed Trainers, Jockeys and Horse Handlers (Strappers) to adhere to the Australian Rules of Racing and BRC Policies and Procedures when attending race meetings conducted at both Eagle Farm and Doomben Racecourse.

1.2 The following are Australian Rules of Racing which are relevant to the above:
Division 3 – Application of these Australian Rules
AR 3 Application of these Australian Rules
Any person who takes part in any matter or race meeting coming within these Australian Rules agrees with Racing Australia and each PRA to be bound by and comply with them.

PART 9 – MISCONDUCT & OTHER OFFENCES

AR 228 A person must not engage in:

- (a) conduct prejudicial to the image, interests, integrity, or welfare of racing, whether or not that conduct takes place within a racecourse or elsewhere;*
- (b) misconduct, improper conduct or unseemly behaviour;*
- (c) improper or insulting behaviour at any time towards a PRA, the Stewards, a Club, or any official, employee, contractor or agent of any of them in relation to the relevant person’s functions, powers or duties;*
- (d) publishing or posting on any social media platform or channel any material, content or comment that is obscene, offensive, defamatory, racist, threatening, harassing, discriminatory or abusive to or about any other person involved in the racing industry;*
- (e) conduct which threatens, disparages, vilifies or insults another person (“other person”) on any basis, including but not limited to, a person’s race, religion, colour, descent, national or ethnic origin, special ability/disability, or sexual orientation, preference or identity, while the other person is acting in the course of his or her duties in the racing industry.*

1.3 The following clauses form part of the BRC Operation Manual Training Facilities Eagle Farm, Doomben and Deagon.

- 2.1.1.1 On race days, follow any reasonable instructions of any BRC employee or contractor that is operating under the direction of the BRC.*
- 2.1.1.2 Hold the appropriate licence and training for any tasks they are undertaking.*

The manuals are signed and agreed to by all Trainers who are approved to use BRC owned or managed racecourses and Trainers who are considered Visiting Trainers (use of BRC stabling facilities). The Manuals are available on the BRC website.

- 1.4 The BRC has in place a Dress Code for both licensed Trainers and Horse Handlers (Strappers) when attending a BRC race meeting in either capacity. The Dress Codes are displayed throughout the racecourse precinct and also available on the BRC website and Appendix to this policy.
- 1.5 This Dress Code includes the requirement for Trainers and/or Horse Handlers to clearly display their current licensing tag from a Principal Racing Authority (PRA).
- 1.6 There is also a requirement that appropriate attire is worn at all times for the safety of the licensed person while in charge of a horse and also adhere to a standard which reflects the principles of the BRC including the Member Precinct where a licensed person is within the Member's Area.
- 1.7 The BRC will adopt the following consequences framework for licensed Trainers and Horse Handlers if a breach is identified of either the Australian Rules of Racing or BRC Policies and Procedures.

2.0 The BRC consequences framework for licensed Trainers and Horse Handlers.

2.1 Improper, insulting behaviour or failing to follow any reasonable instructions of a BRC employee or contractor who is working under the direction of the BRC:

1st Offense:

- A warning will be issued by a Senior Member of the BRC Precinct Security Team on the day to the licensed Trainer or Horse Handler who the BRC considers behaviour is considered within the definition of 2.1.
- An email will be sent to the licensed person and employer (if applicable e.g., licensed Trainer) within seven (7) days of the incident by the BRC Precinct Security Team.

2nd Offense:

- The offending licensed person will be escorted from the racecourse on the day by the BRC Precinct Security Team.
- The offending licensed person and employer (if applicable e.g., licensed Trainer) will be advised in writing by the BRC Precinct Security Team that the identified licensed person will be required to attend a remediation meeting with the BRC Racing Operations Manager and Head of Precinct Security Team (or delegates). This meeting will take place within seven (7) days of the incident.
- The offending licensed person will be issued with a final warning at this meeting.
- Following the remediation meeting the BRC Racing Operations Manager and Head of Precinct Security Team will make a recommendation to BRC Senior Management. The recommendation may include:
 - o The person will not be permitted to lead a horse in the following locations on a BRC racecourse when a race meeting is being held including but not limited to the parade ring or mounting yard.
 - o The person will not be permitted to attend a BRC racecourse when a race meeting is being held for applicable period of time (e.g., three (3) months).

- The person will not be permitted to attend a BRC racecourse when a race meeting is being held until further notice.

3rd Offense:

- The offending licensed person will be escorted from the racecourse on the day by the BRC Precinct Security Team.
- The offending licensed person and employer (if applicable e.g., licensed Trainer) will be advised in writing by the BRC Precinct Security Team that the offending person will not be permitted to enter a BRC racecourse when a race meeting is being held until further notice.
- The BRC will include the offending licensed person on an “Exclusion” list maintained by the BRC Precinct Security Team. The exclusion remains in force for the licensed Horse Handler even if they change employee, e.g., are employed by another licensed Trainer.
- The BRC will inform QRIC stewards of the decision to not permit the licensed person on BRC racecourses when a race meeting is being held.

Licensed Trainers Employees:

- If a licensed Trainer has 2 or more employees placed on the “Exclusion” list the licensed Trainer will be requested to attend a meeting with the BRC Racing Operations Manager and Head of Precinct Security Team (or delegates) to reiterate the requirement of all employees to adhere to the Australian Rules of Racing and BRC Policies and Procedures.
- The BRC will inform QRIC of the meeting and outcomes and for their consideration of any action under the Australian Rules of Racing.

2.2 Not adhering to the BRC Dress Codes: If in members area must adhere to that dress code – see appendix X

1st Offense:

- A warning will be issued by a Senior Member of the BRC Precinct Security Team on the day to the licensed Trainer or Horse Handler who the BRC considers whose dress attire does not adhere to the BRC Dress Codes.
- An email will be sent to the licensed person and employer (if applicable e.g., licensed Trainer) within seven (7) days of the incident by the BRC Precinct Security Team.

2nd Offense:

- The offending licensed person will be escorted from the racecourse on the day by the BRC Precinct Security Team.
- The offending licensed person and employer (if applicable e.g., licensed Trainer) will be advised in writing by the BRC Precinct Security Team that the identified licensed person will be required to attend a remediation meeting with the BRC Racing Operations Manager and Head of Precinct Security Team (or delegates). This meeting will take place within seven (7) days of the incident.
- The offending licensed person will be issued with a final warning at this meeting.

- Following the remediation meeting the BRC Racing Operations Manager and Head of Precinct Security Team will make a recommendation to BRC Senior Management. The recommendation may include:
 - o The person will not be permitted to lead a horse in the following locations on a BRC racecourse when a race meeting is being held including but not limited to the parade ring or mounting yard.
 - o The person will not be permitted to attend a BRC racecourse when a race meeting is being held for applicable period of time (e.g., three (3) months).
 - o The person will not be permitted to attend a BRC racecourse when a race meeting is being held until further notice.

3rd Offense:

- The offending licensed person will be escorted from the racecourse on the day by the BRC Precinct Security Team.
- The offending licensed person and employer (if applicable e.g., licensed Trainer) will be advised in writing by the BRC Precinct Security Team that the offending person will not be permitted to enter a BRC racecourse when a race meeting is being held until further notice.
- The BRC will include the offending licensed person on an “Exclusion” list maintained by the BRC Precinct Security Team. The exclusion remains in force for the licensed Horse Handler even if they change employee, e.g., are employed by another licensed Trainer.
- The BRC will inform QRIC stewards of the decision to not permit the licensed person on BRC racecourses when a race meeting is being held.

Licensed Trainers Employees:

- If a licensed Trainer has 2 or more employees placed on the “Exclusion” list the licensed Trainer will be requested to attend a meeting with the BRC Racing Operations Manager and Head of Precinct Security Team (or delegates) to reiterate the requirement of all employees to adhere to the Australian Rules of Racing and BRC Policies and Procedures.
- The BRC will inform QRIC of the meeting and outcomes and for their consideration of any action under the Australian Rules of Racing.

3.0 Definitions: Please see the below abbreviations for your reference throughout this document:

BRC	Brisbane Race Club
BRC Employee	A person that works, whether paid or unpaid for the BRC
BRC Contractor	A person that performs work, whether paid or unpaid for the BRC
BRC Senior Management	Board of Directors, Chief Executive Officer, Executive General Managers, Chief Financial Officer
BRC Precinct Security Team	Glenn Upson Head of Security Precinct
QRIC	Queensland Racing Integrity Commission

4.0 Document History:

Version Number	Changes Made	Author	Position	Date Updated
1.0	<i>Created</i>	<i>Racing Projects</i>	<i>Contractor</i>	<i>Oct 2023</i>
1.0	<i>Reviewed</i>	<i>Hyrendo Anderson</i>	<i>Racing Operations Manager</i>	<i>Dec 2023</i>
1.0	<i>Reviewed</i>	<i>Glen Upson</i>	<i>Head of Security Precinct</i>	
1.0	<i>Reviewed</i>	<i>QRIC and Queensland Trainers Association</i>		
1.0	<i>Approval</i>	<i>Matt Rudolph</i>	<i>Executive General Manager – Commercial and Racing</i>	
1.0	<i>Endorsement</i>	<i>Board</i>		

Appendix – Dress Codes: **Add IN**