

RACING AND WAGERING WESTERN AUSTRALIA

**Licensing & Registrations** 14 Hasler Road OSBORNE PARK WA 6017 Telephone (08) 9445 5558 Facsimile (08) 6314 4792

Email: licreginfo@rwwa.com.au

☐ C Grade Trainer

#### ABN 21 347 055 603

Tick ✓ licence/s applying for ☐ A Grade Trainer

☐ A Grade Trainer/A Grade Driver

## **NEW LICENCE APPLICATION – HARNESS TRAINER or TRAINER/DRIVER**

☐ A Grade Trainer/B Grade Driver

□ B Grade Trainer

☐ A Grade Trainer/C Gra	de Driver	☐ B Grade Tra	ainer/C Grade Driver (in	cl Urine Sam	ple)		
	TRAINER A or B or C Fee \$300.00 01/09/20 – 31/08/21 H_TRAB	TRAINER A or B or C Fee \$150.00 01/03/21 – 31/08/20 H_TRAB	TRAINER A or B plus DRIVER A or B Fee \$359.00 01/09/20 – 31/08/21 H_TABDAB	TRAINER A plus DRIVE Fee \$179.5 01/03/20 - 31 H_TABDAB	RAorB	TRAINER A or B plus DRIVER C Fee \$379.00 01/09/20 – 31/08/21 H_DCTRAB	plus DRIVER Fee \$206.00
RWWA Licence Fee	\$ 102.00	\$ 51.00	\$ 115.00	\$ 57.50		\$ 102.00	\$ 51.00
Public Liability Insurance (incl GST)	\$ 99.00	\$ 49.50	\$ 145.00	\$ 72.50		\$ 145.00	\$ 72.50
Personal Accident Insur (incl GST)	\$ 99.00	\$ 49.50	\$ 99.00	\$ 49.50		\$ 99.00	\$ 49.50
Urine Sample & Analysis (incl GST)	N/A	N/A	N/A	N/A		\$ 33.00	\$ 33.00
THESE DE  Mr/Mrs/Ms/Miss Surname:  Date of Birth (Day)							
Current Residential Addre		Street No			Locati	on	Post Code
Current Postal Address: _ (If different to residential)							
Current Phone Numbers	Home	В	Business		Mobile	•	
Current Email address			@				
Current Stable address		1			1		
List Track/Training	1.	2			3.		
Centre/s used	1.				ა.		
☐ ✓ TICK IF YOU DO NOT WA	NT YOUR CONTACT D	ETAILS DIVULGED (	OR PUBLISHED ON THE H	larnessWe	3		
	ALL APPL	ICANTS MUS	T ANSWER THES	SE QUEST	IONS		
	been licensed or regis here or attach separate		by any Racing Controlling	g Body or Club	)?		YES/NO
	nord or allacin departure						
	refused a licence or re details here or attach s		cence revoked or cancelled	d by any Racir	ng Control	ling Body or	YES/NO
		·					•
	suspended, disqualifie here or attach separate		or listed as a defaulter any	Racing Contro	olling Body	y or Club?	YES/NO
or have you ever be	en or are you now subje	ect to a bond or reco	d of any criminal offence p gnizance? maintain confidentiality (08		ine or imp	risonment	YES/NO
			state your other employme		iame/s and	d employer address/	S.
1.							
2.							
6. Are you or have you		•	show details here or attac	·	•		YES/NO
Drivesy The information collect	and an electrical control land	a used for the num	and at the continue Dani	n = 0 \\/ = = = i :	~ \\/ <del>~ ~ to</del>	A	A \ bc.in.coc

1. I hereby authorise Racing and Wagering Western Australia (RWWA) to check any details of information given in this statement, including but not limited to, criminal convictions, financial commitments, etc. as the Authority in its absolute discretion deems necessary. 2.1 acknowledge, if I am applying for a trainer's licence/permit that (a) I will take out Workers Compensation insurance when I employ workers ("Workers" as defined in the Act) to assist me in my training activities (b) The training of all horses in my care will be under my personal supervision (c) I will notify RWWA immediately whenever a horse leaves my control or comes under my control where it is my intention to prepare the horse to participate in trials or races and (d) I will permit the Stewards or Officials of RWWA to enter at any time and inspect my property and to exercise their powers under the Rules. 3. If I am applying for a trainer's licence/permit, I acknowledge my application will be rejected if I do not have public liability insurance. 4. If I am charged with an offence punishable by fine or imprisonment I undertake to contact the Stewards immediately upon being charged. 5. If I have been convicted of an offence punishable by fine or imprisonment in the previous 12-months, I undertake to contact the Stewards (08) 9445 5157 immediately and attach to this application a copy of my current Police Clearance Certificate and details of the Court ruling in relation to the offence 6. I shall at all times conduct and present myself in a professional and proper manner and comply with the RWWA Rules of Harness Racing, Official's instructions and the powers afforded to them and that failure to do so can place my current and future involvement in the industry in jeopardy. 7. I acknowledge that in the event of being disqualified, my license is forfeited and upon expiration of the disqualification I must reapply for a license. I recognize in these circumstances, such application may be refused or made subject to special conditions. 8. I agree to be bound at all times by the said Rules in force from time to time and any other lawful Rules, Regulations, Conditions and Directions as may from time to time be formed, made or given by Stewards or Officials of RWWA. 9. I will provide the Licensing & Registrations Department with written advice of any changes to the details I have advised in this application within 48-hours of the change. 10. I hereby declare that all particulars stated on this application are true and correct, that I have read all the conditions appearing in this Application and acknowledge and agree to abide by all such conditions. 11. I acknowledge that the Stewards are empowered to punish any person who makes any false or misleading statement or declaration in respect of any matter in connection with the administration or control of Harness Racing. 12. I agree that RWWA may record telephone conversations with you when you contact RWWA or are contacted by RWWA by telephone line in relation to any licence or racing related matter.

l			FULL NAME) make this :	solemn declaration consc	cientiously believing the same t	to be true and by
virtue of t	the provisions of the Oaths, Af	fidavits and Statutory Decl	arations Act 2005			
Made and	d subscribed by the above nar	ned and declared				
on	(Day)	(month)	(Year)		Signature of Applica	ant
At	place					
Before m	e	Sigr	nature of Witness*		Full Name of Witne	ess*
* Witness	s must be in the list of professi	ons from the Oaths, Affida	vits and Statutory Declaration	ns Act 2005.		
		DARENT		"C CONCENT		
		PARENI	OR GUARDIAN	'S CONSENI		
		(If app	licant is less than 18 y	ears of age)		
	Parent or Guardian's Name:  Relationship to Applicant:					
	Address:		Suburb	State	Post Code	
	Contact Telephone Numbers	: Home:				
l r		PARENT	OR GUARDIAN'S [	DECLARATION		
	As the parent or guardian of	the above mentioned, I co	nsent to him/her being issue	d with the licence applied	for.	
	Signature of Parent or Guard	ian:	Date:			
L						

Form: LRH-018d Page 2/4

## APPLICANT FOR ANY GRADE OF TRAINER LICENCE MUST COMPLETE THIS SECTION

#### **DETAILS OF STABLE CONSTRUCTION & SECURITY**

Stable Type	Barn WIWO			Open Yards	Yard/Stall
Number of	Boxes	1	Yards	1	Paddocks
Construction of	Roof		Walls		Floor
Security – Locks Applied to	Barn	Tack Ro	om	Feed Room Property	
Security - Other	Dog/s	Lights		Alarms	Other (specify below)
Other Security Measures				•	<u> </u>
PLAN OF STABLES (If insur	fficient space attach separate plan)			STABLE OWNER	/ USERS DETAILS
				and PROPERTY (De	

Applicants for any grade of Trainer licence must list details of the horses they train or intend to train (Attach a separate list if there is insufficient space here).

Horse Names	Names of Owners or Lessees

Form: LRH-018d Page 3/4

#### CONDITIONS APPLICABLE TO A DRIVER'S LICENCE (Minimum age 15-years)

In making application for a driver's licence I acknowledge that any licence issued to me is subject to the following conditions:

- That unless the material is already on file with RWWA, I shall furnish with this application two recent passport photographs, Certified Extract of Birth, a National Police Certificate and a Confidential Medical History & Examination Record and RWWA may at any time request me to furnish further copies of this material.
- 2. That if I am under 18-years of age I must complete the Parent or Guardian Consent section on Page 2 of this application.
- 3. That I shall submit to an interview by the Stewards in respect of this application.
- 4. That I shall produce to the Stewards or any other Authorised person upon demand my licence card or such other document issued by RWWA in the event of this application being successful.
- 5. That it is a term and condition of a driver's licence that all training modules specified by RWWA shall be completed satisfactorily prior to any upgrade of the licence and within 12-months of the issue of a "C" Grade licence.
- 6. That a Grade "C" licence shall entitle the bearer to drive at trials, shows, gymkhanas and carry out track work on registered tracks.
- 7. That a Grade "B" licence shall entitle the bearer to in addition to those rights indicate in (6) above, to drive at graduation meetings and, other than in races of a metropolitan class, at country or provincial meetings, including country or provincial class meetings at metropolitan venues.
- 8. That a Grade "A" licence shall entitle the bearer to in addition to those rights indicated in (6) & (7) above to drive at any meeting.
- That if required by RWWA, I shall pay as directed a sum to effect insurance relating to this application in such amount and of such type as RWWA
  may decide.

#### CONDITIONS APPLICABLE TO A TRAINER'S LICENCE (Minimum age 18-years)

In making application for a trainer's licence I acknowledge that any licence issued to me is subject to the following conditions:

- That unless the material is already on file with RWWA, I shall furnish with this application two recent passport photographs, Certified Extract of Birth, a National Police Certificate and a Confidential Medical History & Examination Record and RWWA may at any time request me to furnish further copies of this material.
- 2. I must provide a completed Confidential Declaration of Assets and Liabilities form.
- 3. That I shall submit to an interview by the Stewards in respect of this application.
- 4. That I shall produce to the Stewards or any other authorized person upon demand my licence card or such other document issued by RWWA in the event of this application being successful.
- 5. That it is a term and condition of a trainer's licence that all training modules specified by RWWA shall be completed satisfactorily within 12-months from the issue of the licence.
- 6. That this application is to include 5 references, 3 from industry participants and 2 credit references from suppliers (preferably from within the racing industry i.e.: Feed Merchants, Veterinary Surgeon's etc)
- 7. That I must own, lease or otherwise have available for use stables, which in the opinion of RWWA are suitable for the training of standard bred horses.
- 8. That if required by RWWA, I shall furnish evidence relating to my financial capacity to operate a training establishment.
- 9. That in order to be eligible for consideration for a "A" Grade license, I must first have satisfactorily completed all TAFE training modules applicable to a trainers licence Grade "B" and held such license for not less than 12 months, unless otherwise decided by RWWA.
- 10. That a Grade "C" licence entitles the bearer to prepare, educate and exercise a horse, but not nominate any horse for a trial or race.
- 11. That a Grade "B" licence entitles the bearer to train a horse which the bearer owns or partly owns or which is owned by the bearers spouse, other domestic partner, parent, sibling or child.
- 12. That a Grade "A" licence entitles the bearer to train any horse.
- 13. That in the event that RWWA grants a trainer's licence to train only in partnership, each partner shall be subject to any disability, fine, suspension, disqualification or other penalty that may be imposed under the rules on any partner.
- 14. That if required by RWWA, I shall pay as directed a sum to effect insurance relating to this application in such amount and of such type as RWWA may decide.
- 15. Trainers who employ workers to assist them in their training activity are compelled by WA statute law to take out appropriate workers compensation insurance for those workers. Penalties will result if a person deemed to be a worker is injured whilst working for you and there is no cover in place.

#### CONDITIONS APPLICABLE TO A STABLE HAND'S LICENCE (Minimum age 14-years)

In making application for a Stable Hand licence I acknowledge that any licence issued to me is subject to the following conditions:

- That unless the material is already on file with the RWWA, I shall furnish with this application two recent passport photographs, Certified Extract of Birth, a National Police Certificate and a Confidential Medical History & Examination Record and RWWA may at any time request me to furnish further copies of this material.
- 2. That if I am under 18-years of age I must complete the Parent or Guardian Consent section on Page 2 of this application.
- 3. That I shall submit to an interview by the Stewards in respect of this application if required.
- 4. That I shall produce to the Stewards or any other authorized person upon demand my licence card or such other document issued by RWWA in the event of this application being successful.
- 5. That it is a term and condition of a Stable Hands licence that all training modules specified by RWWA shall be completed satisfactorily.
- 6. That the bearer of a Stable Hands licence is licensed, under the supervision or instruction of a licensed trainer, to carry out track work, assist with the training, management, care and control of horses, assist with pre-race preparation of, and post race procedures affecting a horse.
- That if required by RWWA, I shall pay as directed a sum to effect insurance relating to this application in such amount and of such type as RWWA may decide.
- 8. That the issue of a non-driving stable hand licence precludes me from driving a horse on registered tracks.

#### CONDITIONS APPLICABLE TO A DRIVING STABLE HAND'S LICENCE (Minimum age 14-years)

In making application for a Stable Hand licence I acknowledge that any licence issued to me is subject to the following condition:

1: Applicant should be employed by a licensed trainer and hold a current RWWA non driving Stablehand licence before applying for an upgrade.

Form: LRH-018d Page 4/4

14 Hasler Road OSBORNE PARK WA Telephone 08 9445 5558 Fax 08 6314 4792

ABN 21 347 055 603

## HARNESS LICENCE APPLICATION CHECKLIST

All Licence Applications	,
<ul> <li>Complete the application form in full</li> <li>Payment of fees must accompany all applications</li> <li>Parental / Guardian consent (if applicant under 18 years of age)</li> <li>Provide a copy of a Birth Certificate or Certified Extract of Birth</li> <li>Provide a current &amp; original National Police Clearance if 18 or over (with an issued date of no more than six (6) months)</li> <li>Provide 2 recent Passport sized photos</li> <li>Ensure that application is signed and witnessed (no white ink or correction fluid allowed)</li> <li>Complete the GST Declaration</li> </ul>	\
<ul> <li>Trainers</li> <li>RWWA Confidential Medical Examination Report</li> <li>RWWA Statement of Assets and Liabilities</li> <li>Copy of three (3) months Bank Statements with a consistent minimum each month of \$ 3000 in savings</li> <li>Three (3) references from licensed industry participants</li> <li>Two (2) credit references from suppliers( preferably from within the racing industry i.e.: Feed Merchants, Veterinary Surgeon's etc)</li> <li>Provision of urine sample*</li> <li>Application for Colours (if you wish to register colours)</li> </ul>	m,
<ul> <li>Privers</li> <li>RWWA Confidential Medical Examination Report</li> <li>Practical Assessment Report to be completed by Stewards</li> <li>Provision of urine sample*</li> </ul>	
<ul> <li>Driving Stablehand</li> <li>Practical Assessment report to be completed by trainer</li> <li>RWWA Confidential Medical Examination Report</li> <li>Provision of urine sample*</li> </ul>	

Please forward your completed documentation and fees to Licensing and Registrations.

<sup>\*</sup> You will be contacted by telephone to arrange a time to be interviewed and to provide a urine sample.



Licensing & Registrations
14 Hasler Road OSBORNE PARK WA 6017 Telephone (08) 9445 5558

Facsimile (08) 6314 4792 Email: <u>licreginfo@rwwa.com.au</u>

# GST DECLARATION Must be completed

	Please tick ✓ where appl	icable	
			4
Harness 🗆 💮 🛂	Thoroughbred $\square$	601	Greyhound
Section A:			
Are you a resident of Australia for	income taxation nurne	ses? TYes	Go to section <b>B</b> No Go to section <b>D</b>
Are you a resident of Australia for	moonic taxation parpt	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	to to section B
f you have answered <b>No,</b> then we are obliga	ated to withhold amounts und	ler the Foreign Resi	dent Withholding provisions.
Section B:			
Is the horse racing activity conducted as	a private recreational purs	uit or hobby?	
<b>3</b>	· F		So to section <b>D</b>
If you have answered <b>Yes</b> , an ABN cannot b	e provided and you must de	clare vourself as a F	lohhvist
Tyou have answered 163, an Abiv cannot b	e provided and you must be	dale yourself as a r	lobbylat.
<u>Section C:</u>			
Where the participant is GST registered the	following agreement is given	:	
AGREEMENT FOR THE ISSUE OF RECIPI	ENT CREATED TAX INVO	<u>CES</u>	
Between			
Racing and Wagering Western Australia ("Recipient")	ABN: 21 347 055 603 14 Hasler F	Road, OSBORNE PARK \	WA 6017
And			
The Signatory (referred to as the "Supplier")			
Former and Conditions			
Terms and Conditions			
The Supplier and Recipient agree that: 1. The Recipient may issue tax invoices in respect of si	upplies made by the Supplier;		
2. The Supplier may not issue tax invoices in respect o		ent and it will notify the De	opiniont if it appears to be registered; and
<ol> <li>The Supplier acknowledges that it is registered for G</li> <li>The Recipient acknowledges that it is registered for G</li> </ol>			
When you sign this GST Declaration, you are taken	to have read this Agreement and	agreed to the terms and	d conditions outlined above.
ABN –	related to the horse indust	ry (Applicable for Bu	usinesses)
	ABN No:		
Ctord D	ate / GST	Reg. ✓ □Yes □N	lo.
Start Do	ale/	Reg. ▼ Li Tes Li N	
Should your Hobby/ABN and/or GST registration sta			•
payments. Should you require clarification on these en	tity types or taxation rulings, please	refer to the ATO website	2.
Section D: (must be completed by	all)		
Australian Bank Account Details)	,		
Australian Bank Account Details)			
Account Name:			
Name of Bank	Branch		
BSB:	Account Number		
Signature			Date / /

RWWA Privacy Policy
Please refer to RWWA's Privacy Policy on www.rwwa.com.au



#### HARNESS TRAINERS INSURANCE NOTICE

It is a Racing and Wagering Western Australia (RWWA) requirement that all licensed trainers and drivers in Western Australia have public liability and personal accident insurance.

RWWA currently participates in a national scheme arranged by Harness Racing Australia (HRA) and brokers JLT in Melbourne.

The premium allocation consists of a fee charged to all WA licensed trainers and drivers, and is included with the licence.

#### **Public Liability Insurance**

The general purpose of public liability insurance is to provide protection for trainers and drivers against liability arising from injury to a third party (or damage to a third party's property) which was caused by the negligence of the trainer or driver.

Details of the policy include:

- The limit of indemnity is \$50 million for Public and Products Liability. A majority of Government bodies and local Councils are now requiring this level of indemnity in cases where trainers lease or have access to land or other property.
- Care, custody and control exposure such as claims made by owners for horses in the trainers' care, custody and control is limited to \$2 million.
- There is an excess of \$1,000 per claim applicable to this policy.
- This policy requires you to inform the RWWA immediately upon notice of a claim being made against you and under no circumstances should any admission of liability be made at any time.
- The HRA scheme, as with most public liability schemes, does not provide you with cover for claims made against you by any of your relatives who reside with you.

#### **Personal Accident Insurance**

Covers all registered trainers and drivers anywhere in the world whilst participating in any recognised and sanctioned activity associated with the sport of harness racing, including necessary travel to and from such activities.

Details of the policy include:

- Weekly benefits following injury. An excess period of 7 days applies.
- Lump sum benefits.
- Non-Medicare medical expenses.
- Limited dental, rehabilitation, and out of pocket expenses.
- Age range of the policy is from 14 to 85 years of age. Reduced benefits apply from age 65.

The HRA has a web site detailing full coverage available under each policy, information on how to make a claim and policy documents. Go to HRA website: <a href="www.harness.org.au/hra/hranational.htm">www.harness.org.au/hra/hranational.htm</a> and click on National Insurance under General Industry Items.

No other action is necessary and cover is automatically affected once your licence application has been approved by RWWA for the period covered by your licence.



ABN 21 347 055 603

#### STATEMENT OF ASSETS AND LIABILITIES

#### **CONFIDENTIAL DECLARATION**

ASSETS

Property/s in own name situated at:	
1.	\$
2.	\$
3.	\$
4.	\$
5.	\$
Total Cash in Hand:	\$
Total Cash in Bank:	\$
Attach copy of bank statement/s.	
Savings Account:	\$
Attach copy of bank statement/s	
Other Assets Details	
1.	\$
2.	\$
3.	\$
4.	\$
	_
(A) TOTAL ASSETS	\$
	ITIES
LIABIL  Total Owing on Property/o:	
Total Owing on Property/s: Total Bank Overdraft:	<u> </u>
Total Personal Loans:	 \$
Total Credit Card Debt:	Ψ
Rent Payments: (Monthly payment = \$	12-Months: \$
Hire Purchase Commitments Details:	12 Μοπιο. ψ
1.	\$
2.	\$
Other Liabilities Details: (e.g. veterinarians, feed merchants e	·
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
1.	\$
2.	\$
3.	\$
(B) TOTAL LIABILITIES:	\$
(C) EXCESS OF ASSETS OVER LIABILITIES (A minus B)	\$
APPLICANT'S DI	ECLARATION
I of	
Do solemnly make this declaration conscientiously believing the	
of the Oaths, Affidavits and Statutory Declarations Act 2005. I	Made and subscribed by the above named and
declared	
This dovet	
Thisday of201	<u>-</u> •
Signature of Applicant	
Orginataro di Applicant	
At	
Before me	_Signature of Witness
<del></del>	-
Name and Qualification	
• Witness must be the list of professions from the Oaths, Affidavits and S	Statutory Declarations Act 2005.

Form: LRF-004 Page 1/2



ABN 21 347 055 603

On 1 January 2006 the Parliament of Western Australia proclaimed the *Oaths, Affidavits and Statutory Declarations Act 2005* which makes changes to the manner in which oaths, affidavits and statutory declarations are administered and witnessed

Professions that can witness statutory declarations include:

- Academic {post-secondary institution}
- Accountant
- Architect
- Australian Consular Officer
- Australian Diplomatic Officer
- Bailiff
- Bank Manager
- Chartered secretary
- Chemist
- Chiropractor
- Company auditor or liquidator
- Court officer {Judge, magistrate, registrar or clerk}
- Defense Force officer
- Dentist
- Doctor
- Electorate Officer {State WA only}
- Engineer
- Industrial organisation secretary
- Insurance broker
- Justice of the Peace {any State}
- Lawyer
- Local government CEO or deputy CEO
- Local government councillor
- Loss adjuster
- Marriage Celebrant
- Member of Parliament (State or Commonwealth)
- Minister of religion
- Nurse
- Optometrist
- Patent Attorney
- Physiotherapist
- Podiatrist
- Police officer
- Post Officer manager
- Psychologist
- Public Notary,
- Public Servant (State or Commonwealth)
- Real Estate agent
- Settlement agent
- Sheriff or deputy Sheriff
- Surveyor
- Teacher
- Tribunal officer
- Veterinary surgeon

Form: LRF-004 Page 2/2



Licensing & Registrations

14 Hasler Road OSBORNE PARK WA Telephone 08 9445 5558 Fax 08 6314 4792

ABN 21 347 055 603

## **LICENCE/PERMIT - MEDICAL EXAMINATION REPORT** Part A & B

#### APPLICANTS NOTE:

- (1) Only return part A & B completed (This page) to Licensing & Registrations if you are passed "Fit".
- (2) Your Doctor must retain the completed parts C & D if you are passed "Fit".
   (3) If you are not passed "Fit" and wish to continue with your application you must return all parts completed, to Licensing & Registrations.

	A	PPLICA	NT MUST C	OMPLETE PA	ART "A"	
PLEASE TIC	K LICENCE/PERMIT APPLIED	For 🗸				A
[	THOROUGHBRED	Jockey	Apprentice Jockey	Track Work Rider	Trainer Riding Track Work	
[	HARNESS	Driver	Trainer & Driver	Trainer	Stable Hand	
benefit	or pension? eg	Worker's Co		al Injury Claim/Disab	orm of accident or disab ility Pension etc. If so p	
prohibi any do	ited substance u ubts, please refe	nder the Rul	es of Racing for an	y condition? If so pro	pe categorised as a band wide details. (Should you before responding.)	ou have
Mr/Mrs/Ms Si	s/Miss URNAME:		Giv	EN NAMES:		
relevant false or cancella currency permit a Racing Clinical relevant retain a	e that all the particular information or proving misleading information of my licence or proving information of the way and immediately additionally with the way and X-ray and information to othe licence or permit.	llars stated on vided any false ation, stateme or permit. I a permit I agree vise the Stewa WWA). I also and Pathology or medical pers acknowledge is	this Report and attact e or misleading informa- ent or declaration in the lso declare should and to abstain from carry ards, and if required su- authorise a Medical Pro- reports from any Medical Pro- reports from any Medical to pro- that I am required to pro-	ation, statement or decla his Report or attachmer y of the Conditions con ing on any activity regul brownit myself to examinate actitioner approved by F dical Practitioner I have a nation for the purposes of	d correct and that I have no ration. I acknowledge that ints I am liable to refusal, tained herein become evid lated by or associated with ion by a Medical Practition RWWA to obtain information attended. I also authorise for of assessing my suitability to notification to Licensing & F	if I provide an suspension of dent during the the licence of er approved be from relevar RWWA to refe be granted of
_	SH Form: LRF-005	GNATURE OF AP	PLICANT		DATE	

## EXAMINING DOCTOR MUST COMPLETE PART"B" FITNESS FOR LICENCE/PERMIT APPLIED FOR



I have today personally examined the applicant in accordance with parts C & D of this Report, which included taking into account his/her answer to the questions in Part A "Have you at any time received, applied for or do you currently receive any form of accident or disability benefit or pension? eg Worker's Compensation/ Personal Injury Claim/Disability Pension etc. the , and hereby declare that (please check appropriate box:

	In my opinion the applicant <u>HAS NO SYMPTOMS OR CONDITIONS</u> that <u>MIGH</u> for the issue of the licence/permit applied for and therefore <u>IS FIT</u> without restrict the licence/permit applied for.  Further, I do not consider any further reports or tests are required of this application unfavourable in the applicant's personality as revealed by history, appearance as	tion for the issue of Int. I found nothing
	In my opinion the applicant has the following symptoms or conditions*** that ma <a href="UNFIT"><u>UNFIT</u></a> for the issue of the licence/permit applied for and I recommend that the at the RWWA Medical Officer for further examination. (NB: Applicant must return this option is applicable)	applicant be referred to
	Symptom/Condition:	
medica	Where an applicant requires on-going treatment with medication, or is a tions that are prohibited under the Rules of Racing (see details over) this may refar a licence and it is therefore appropriate to complete the above section.	
	Name & Address of Examining Medical Practitioner	
	SIGNATURE OF EXAMINING DOCTOR	DATE

#### MEDICAL EXAMINER NOTE:

- (1) If the examining Doctor cannot declare the applicant's fitness to hold the licence/permit applied for, <u>all parts</u> must be completed and returned to the applicant if he/she wishes to continue with the application. The Examining Doctor may retain a copy.
- (2) If the applicant is under any treatment involving medications/substances prohibited by the RWWA Rules of Racing as outlined on page 3, this may render them unfit for licence, in which case this should be indicated accordingly above.
- (3) If the applicant is passed "Fit" parts, "C" & "D" must be retained by the Examining Doctor.
- (4) Please see EXAMINING DOCTORS NOTE regarding the licence/permit types.
- (5) Use of the words 'Fit" or "Fitness" refers to the "Fitness" of the applicant to carry out the activities regulated by the licence/permit applied for.

#### PROHIBITED/BANNED SUBSTANCES

The respective Rules of Racing for Thoroughbreds and Harness below, outline those substances that are prohibited or banned in riders, drivers, Jockeys, Track Work Riders and other categories specified within the Rules.

The following are a guide to banned substances which also includes "drugs of abuse" within the scope of that expression as used in the document published by Standards Australia AS4308-1995 or its equivalent.

Lysergic acid diethylamide (LSD) (0µg/L);

All barbiturates (0µg/L);

All diuretics (0µg/L):

Probenecid: (0µg/L)

Alcohol (at a concentration in excess of 0.02% on a breath analyser):

All stimulants – substances in this group include, but are not restricted to, Amphetamine (150µg/L): Methylamphetamine (150µg/L): Methylenedioxymethylamphetamine (MDEA) (150µg/L): Methylenedioxymethylamphetamine (MDEA) (150µg/L): Methylphenidate (0µg/L): Modafinil (0µg/L): Cocaine (100µg/L): Ephedrine (10,000µg/L).

Substances in this group excluded are: Levo-amphetamine: Levo-methylamphetamine: Phenylpropanolamine: Pseudoephedrine.

All anorectics – substances in this group include, but are not restricted to, Phentermine (500µg/L): Diethylpropion (0µg/L): Sibutramide (0µg/L).

All opiates and opioids – substances in this group include, but are not restricted to, Morphine (0µg/L), save as specified by AR.81C): Codeine (0µg/L), save as specified in AR.81C): Oxycodone (0µg/L): Fentanyl (0µg/L): Alfentanil (0µg/L): Pethidine (0µg/L): Methadone (0µg/L): Hydromorphone (0µg/L): Buprenorphine (0µg/L). Substances in this group excluded are: Dihydrocodeine: Dextromethorphan: Pholcodine: Propoxyphene: Tramadol

All dissociative anaesthetics and related substances – substances in this group include, but are not restricted to: Ketamine  $(0\mu g/L)$ : Phencyclidine  $(0\mu g/L)$ : Tiletamine  $(0\mu g/L)$ .

Gamma-hydroxybutyrate (GHB) and pro-drugs of GHB (1,4-butanediol: gammabutyrolactone) (10,000µg/L).

Benzylpiperazine (500 µg/L) and phenylpiperazine (0µg/L) and their derivatives (0µg/L).

Tryptamine derivatives (0µg/L) (e.g. dimethyltryptamine: alphamethyltryptamine: hydroxydimethyltryptamine and related substances)

All benzodiazepines – substances in this group include: but are not restricted to: Diazepam (200µg/L): Nordiazepam (200µg/L): Oxazepam (200µg/L): Temazepam (200µg/L): Alprazolam (100µg/L, as alpha-hydroxyalprazolam): Clonazepam (100µg/L, as 7-aminoclonazepam): Flunitrazepam (100 µg/L, as 7-aminoflunitrazepam): Nitrazepam (100µg/L, as 7-aminonitrazepam): Bromazepam (0µg/L): Clobazam (0µg/L): Flumazenil (0µg/L): Lorazepam (0µg/L): Midazolam ((0µg/L): Triazolam (0µg/L): and substances with similar structure or pharmacological activity – benzodiazepine receptor agonists (zalplon: zolpidem: zopiclone).

#### NOTE

RWWA recognises that some medications which may fall into the above categories are essential for the treatment of substantial illness, condition or ailment suffered by an applicant for licence. Where such medication is prescribed by a medical practitioner who is a recognised specialist in the relevant field of medicine permission may be granted in consultation with the RWWA Medical Officer for that person to be granted a licence. In such circumstances full details of the condition and medication must be outlined to the Stewards for approval prior to the person engaging in activity governed by a licence.

#### EXAMINING DOCTORS NOTE

KEY PHYSICAL FACTORS REQUIRED OF AN APPLICANT FOR ANY LICENCE/PERMIT

ARE – STRENGTH, MOBILITY, REFLEXES, EYESIGHT AND HEARING.
PLEASE ALSO REFER TO PAGE 3 REGARDING PROHIBITED OR BANNED
SUBSTANCES.

## THOROUGHBRED APPLICANTS



- <u>Jockey & Apprentice Jockey:</u> Require overall fitness to control a thoroughbred horse whilst riding it in races and trials.
- <u>Track Work Rider:</u> Require overall fitness to control a thoroughbred horse whilst riding it in fast or slow work in close proximity to other riders and horses in training.
- <u>Trainer who rides Track Work</u>: Require overall fitness to control a thoroughbred horse whilst riding it in fast or slow work in close proximity to other riders and horses in training.

#### HARNESS APPLICANTS



- <u>Driver & Trainer/Driver</u>: Requires overall fitness to control a standardbred (Pacer/Trotter) horse whilst driving it from a sulky in races and trials.
- <u>Trainer:</u> Requires overall fitness to control a standardbred (Pacer/Trotter) horse whilst driving it from a sulky in fast or slow work in close proximity to other horses.
- Stable Hand: Requires overall fitness to control a standardbred (Pacer/Trotter) horse whilst driving it from a sulky in fast or slow work in close proximity to other horses.



Licensing & Registrations

14 Hasler Road OSBORNE PARK WA Telephone 08 9445 5558 Fax 08 6314 4792

ABN 21 347 055 603

CONFIDENTIAL

(PLEASE PRINT ALL DETAILS)

Part C & D

#### LICENCE/PERMIT - MEDICAL EXAMINATION REPORT

ONCE COMPLETED, AND THE APPLICANT IS DECLARED "FIT", PARTS C & D MUST BE RETAINED BY THE EXAMINING DOCTOR. IF THE EXAMINING DOCTOR CANNOT DECLARE THE APPLICANT "FIT " AND THE APPLICANT WISHES TO CONTINUE WITH THE APPLICATION, ALL PARTS MUST BE COMPLETED AND RETURNED TO THE APPLICANT FOR REFERRAL TO THE RWWA MEDICAL OFFICER.

- THE APPLICANT MUST COMPLETE PARTS A (PAGE 1) AND C (PAGES 4 & 5).
- THE EXAMINING DOCTOR MUST COMPLETE PARTS B (PAGE 2) AND D (PAGES 6 & 7).

PLEAS	SE TICK LICENCE/PERMIT APP	LIED FOR 🗸						
	THOROUGHBRED	Jockey	Apprentice Jockey	Track Wor	rk Rider	Trainer Riding Track W	fork	
	HARNESS	Driver	Trainer & Driver	Trainer		Stable Hand		
MirMrs/Ms/Miss Surname: Given Names:								
-	DURNAME:		GIVEN IV	IAMES:				
	DATI	E OF BIRTH (D	ay) (Mo	nth)	(Year)			
	D.F	TAILS	OF PERSOI	NAI MEDI	САІ Н	ISTORY		
Hav			suffer any of the con					
	NDITION	,	,		(		•	•
1.		luding nerves	, Depression, nervous l	oreakdown, mental	or emotiona	l instability, Anxiety	Yes	No
	state or attempted sui	-	,,,	,		,,,		
2.	2. Headaches or Migraine						Yes	No
3.	Fits, convulsions, turn	s, blackouts,	fainting, giddiness or Ep	oilepsy.			Yes	No
4.	Lung or chest infection	ns, Pneumon	ia, Bronchitis, Asthma o	r Tuberculosis.			Yes	No
5.	Heart disease, blood p	ressure, Rhe	eumatic fever or Angina	pectoris			Yes	No
6.			ic or Duodenal ulcers, l	liatus Hernia, Gall	Bladder dise	ase, recurrent	Yes	No
	Diarrhoea or Appendic							
7.	Kidney or Bladder pro	blems, Cystit	is (Inflammation of the b	oladder) or Stones.			Yes	No
	Diabetes, Goitre, Thyr	oid disease o	or any disease of the Ly	mphatic Glands.			Yes	No
9.	Anaemia or blood dise	ease.					Yes	No
10.	<ol><li>Perforated eardrums, deafness, Tinnitus (Noises in the ears), earache, ear discharge or blocked ears.</li></ol>					Yes	No	
11.	Sinusitis, frequent hea	d colds, bloc	ked nose, hay fever or a	allergies			Yes	No
12.	Back, spine or neck in	juries or pain	or Arthritis.				Yes	No
13.	Fractures or dislocation	ns.					Yes	No
14.	Head injury, concussion	on or uncons	ciousness.				Yes	No

Form: LRF-005

Speech defect.

Skin disease, Eczema or Dermatitis.

17. Surgical procedures or hospital admission.

18. Any other sickness or injury not mentioned above.

19. Have you ever made a claim for Workers Compensation?

5

Yes

Yes

Yes

Yes

Yes

No

No

Nο

No

No

ef. No.		Details	
. TETANUS -	What date did you last receive a Tetanus inje	ection or booster?	
	How many cigarettes or other tobacco produ		
	How many standard alcoholic drinks do you		
. PRESCRIPT actitioner or wh	IONS - Provide details of any oral, injecta iich has been prescribed for you by a Medic ether prescribed or otherwise). (NB See Page	able or topical medication cu al Practitioner in the past (Also	include any herbal preparations you ເ
		2.	
		4.	
		6.	

IF YOU ANSWERED YES TO ANY OF THE ABOVE QUESTIONS, PROVIDE DETAILS HERE (SHOW THE CONDITION REFERENCE NUMBER BEFORE THE



## PHYSICAL EXAMINATION REPORT

THE MEDICAL PRACTITIONER WHO EXAMINED THE APPLICANT MUST COMPLETE & RETAIN PART D (PAGES 5 & 6).

APPLICANT'S SURNAME:		G	SIVEN NAMES:			
1. Height (Metres - Barefoot)	2. Weight (			3. Body Mas (Weight÷ l		
EYES				EXAMI	NER'S	COMMENTS
4. Lids & Cornea - Normal?		Yes	No			
Visual acuity for distance		Right	Left			
5. Uncorrected		6/	6/			
6. Corrected		6/	6/			
7. Movement – Normal		Yes - No	Yes - No			
8. Fields (Confrontation test) - Normal		Yes - No	Yes - No			
9. Are contact lenses or spectacles wo	orn?	No	Yes			
EAR NOSE & THROAT						
10. Nose – Normal?		Yes	No			
Ears	•	Right	Left			
11. External auditory canal – Normal?		Yes - No	Yes - No			
12. Tympanic membrane – Normal?		Yes - No	Yes - No			
<ol> <li>Conversational voice @ 2.5 metro Normal?</li> </ol>	es binaural –	Yes - No	Yes - No			
MUSCULO SKELETAL SYSTEM		· · · · · · · · · · · · · · · · · · ·				
14. Spinal Function - Normal?		Yes	No			
15. Strength & Range of movement is extremities - Normal?	n upper or lower	Yes	No .			
16. Joints – Normal?		Yes	No			
17. Limbs - Normal?		Yes	No			
18. Any orthopaedic appliances worn?	)	No	Yes			
CENTRAL NERVOUS SYSTEM						
19. Pupillary Reflexes – Normal		Yes	No			
20. Tendon/Reflexes - Normal		Yes	No			
21. Cranial nerves – Normal		Yes	No			
22. Any sign of gross sensory disturba	ince?	No	Yes			
23. Any sign of paresis, tremor or tics?	?	No	Yes			
CARDIO VASCULAR SYSTEM						
24. Pulse rhythm & character - Norma	 al	Yes	No			
25. Heart sounds - Normal		Yes	No			
26. Pulse rate: BPM	Normal?	Yes	No			
27. Peripheral pulses - Normal?		Yes	No			
28. Blood Pressure Sitting (Systol	lic) / (E	Diastolic)	Standing	(Systolic)	I	(Diastolic)
29. Note: If BP is greater than 140 (Sy BP after applicant has been			Lying	(Systolic)	I	(Diastolic)

RESPIRATORY SYSTEM			EXAMINER'S COMMENTS
30. Respiratory system – Normal?	Yes	No	
DIGESTIVE SYSTEM & ABDOMEN			
31. Oropharynx – Normal	Yes	No	
32. Spleen – Normal	Yes	No	
33. Liver – Normal	Yes	No	
34. Other abdominal organs – Normal	Yes	No	
35. Is Hernia present?	No	Yes	
GENITO URINARY		•	
36. Urine - Glucose - Normal?	Yes	No	
Albumin - Normal?	Yes	No	
Other Abnormalities?	No	Yes	
37 Testes - Any abnormality affecting fitness?	No	Yes	
SKIN			
38. Skin - Normal?	Yes	No	
39. Any body marks or scars?	No	Yes	
OTHER			
40. Thyroid gland – Normal?	Yes	No	
41. Lymph glands – Normal?	Yes	No	
42. Speech - Normal?	Yes	No	
FEMALE APPLICANTS			
43. Dysmenorrhoea?	No	Yes	
44. Menorrhagia?	No	Yes	
45. Is the applicant pregnant?	No	Yes	
OTHER			
46. Is there evidence of drug or alcohol abuse?	No	Yes	
47 If the engineer in some 50 areas of any selection	nsider but do	not perform, f	asting blood lipids, glucose & stress ECG.

#### EXAMINING DOCTOR NOTE:

SIGNATURE OF EXAMINING DOCTOR

• If the Applicant is "Fit", part "A" and "B" (Page 1) must be completed and returned to the applicant for Lodgement with his/her application. Part "C" and "D" (Pages 3 – 6) must be retained by the Examining Doctor.

DATE

- If the Applicant is <u>Not</u> "Fit" and wishes to continue with the application all parts must be completed and returned to the Applicant for refereal to the RWWA Medical Officer. The Examining Doctor may retain a copy.
- PLEASE NOTE PROVISIONS WITH RESPECT TO PRESCRIPTION MEDICINES OR SIMILAR WHICH MAY BE CONTRARY TO THE RULES OF RACING. (SEE PAGE 3).

## PROHIBITED SUBSTANCE RACE DAY SAMPLE COLLECTION (SC) PROCEDURE

Trainers should be aware of the following information and requirements for their nominated witness regarding race day sample collection procedures.

#### WITNESS FOR A TRAINER

- The Trainer's witness must hold a licence or permit with RWWA. (Therefore, unless an owner of the horse holds a licence or permit with RWWA he/she cannot act as a witness for the Trainer).
- A horse selected for post-race SC may be permitted to drink water from a hose or freshly drawn water in a bucket. The horse should **not** be given any medication or be permitted to drink water from a bucket that has been left unattended and possibly adulterated.
- The witness must stay with the horse for the entire SC procedure.
- The witness must observe the sample collection, packaging and documentation.
- The witness must be available, at all stages, to answer questions from the Sample Collection Officer.
- The correct labeling, signing and packaging of all samples and paperwork is vital.
- The witness must sign the Sample Identity card where designated.
- The witness may ask questions regarding the procedure to be satisfied that the sample collection, packaging and documentation are in accordance with the standard operating procedures.
- The use of mobile telephones, drinking, smoking, and eating are not permitted in the sample collection area.

DR. JUDITH MEDD RWWA RACING INDUSTRY VETERINARIAN NOVEMBER 2010



#### /WA LICENSED PERSONS - USE OF SOCIAL MEDIA POLICY

#### Introduction

This document outlines the expectations of RWWA, and provides guidance, with regards to the use of Social Media by persons who are licensed within the Racing

#### Purpose

Social Media, including blogs, chat rooms, forums, facebook, twitter, youtube and other public media are a popular and ever-changing way for persons to interact with each other and share comment and opinions on issues.

RWWA acknowledges that Social Media is an important medium for persons within the Racing industry to engage with others, voice their opinions and be involved in debate on industry issues.

This Policy provides licensed persons with guidance as to the expectations of RWWA where Social Media comment/discussion/content or publication relates to anything in connection with Racing. It is designed to protect the interests of Racing and RWWA and the persons associated with them.

This Policy requires that when using Social Media persons are clear about their responsibilities in regard to the image of Racing, and ensure that any references to Racing are factually correct and accurate and do not breach confidentiality or integrity requirements. Person must show respect for the individuals and groups with which they may interact.

This Policy does not apply to personal use of Social Media by licensed persons where the user makes no reference to Racing or Racing related issues.

#### Scope

This Policy applies to all persons defined as Licensed within the Policy.

**DEFINITIONS**- for the purpose of this Policy:

"Licensed Person" means any Thoroughbred, Harness Racing or Greyhound:

Al Technician Bookmaker's Clerk Driver's Agent Owner Attendant Breeder Farrier Rider's Agent Handler Apprentice Jockey Catcher Stablehand Bookmaker Driver Jockey Strapper Studmaster Track Rider Trainer Veterinary Surgeon

NB: Person's mentioned above that do not hold a specific license with RWWA, are bound by the Rules of Racing in accordance with section 45(6) of the Racing and Wagering Act 2003 and for the purposes of this policy are therefore defined within the policy as "Licensed Persons".

"Racing/Racing Industry" means Thoroughbred, Harness or Greyhound Racing wherever in the world it is conducted.

"RWWA" means Racing and Wagering Western Australia.

"Social Media" means, but is not limited to, the personal or business use of:

- Social networking sites e.g. Facebook, MySpace, Bebo, Friendster and LinkedIn;
- Micro blogging sites e.g. Twitter; Weblogs, like Wordpress and Blogger, including corporate blogs, personal blogs or blogs hosted by media outlets;
- Online newspapers allowing comments;
- Wikis and online collaboration sites, like Wikipedia;
- Forums and discussion boards and groups, e.g. Whirlpool, Yahoo! groups or Google groups, including racing and sports related forums;
- Online multiplayer gaming;
- Instant messaging (SMS);
- Video and photo sharing websites e.g. Flickr and You Tube;
- Any Mobile app that allows reviews, comments or geo-tagging.

"Social Media platforms/channels" means Social Media platforms or Social Media channels are the sites used for Social media purposes, like Facebook, Twitter, blogs etc

"Publish/Publications/Posts" means publishing, publications, posts and posting in this document all mean anything written, uploaded or otherwise published on a Social Media platform.

"Engage/Engagement" means actively publishing content of any type (text, photos, videos etc.) on Social Media channels as a reaction to other online publications.

"Content" means any text, image or video that is ready for publication or has been published on a Social Media platform.

#### **Use of Social Media**

Licensed Persons must not use Social Media to:

- Make/Publish any comments, which may be deemed to be detrimental to the image of Racing, or which may bring Racing into disrepute;
- Be disrespectful or abusive to any individuals or communities with which they interact/engage with;
- Use the identity of another licensed person or Racing official;
- Contravene any Rules of Racing;
- Disclose any information that is not readily available to the Public or disclose any confidential information (eg matters which are the subject of an ongoing Stewards inquiry or investigation);
- Publish any information in relation to Racing that is not factual or informed;
- Post material, content or comment, that is obscene, offensive, defamatory, disparaging, racist, threatening, harassing, bullying, discriminatory, hateful or abusive to another person or entity including Racing and RWWA, its employees, officials, other participants, contractors, partners and competitors.

Licensed Persons when using Social Media must:

- Adhere to the Terms of Use, and seek to conform to the cultural and behavioral norms, of the Social Media platform being used;
- Identify themselves as a licensed person if they are referring to any matter involving RWWA, its people, its officials, other licensed persons or competitors and/or other racing related individuals or organizations;
- Not publish/post any content, in relation to Racing, that is false, misleading or unsubstantiated;
- Respect copyright, privacy, financial disclosure and other applicable laws;
- Be polite and respectful of other individuals and communities opinions;
- Ensure that anything published is free from harassment regarding racial, ethnic, religious, physical or sexual characteristics or sexual orientation;
- Not make an assumption that their identity as a Licensed Person, within the Racing Industry, may not be revealed.

A breach of this Policy may result in that person, or persons, being called to appear before the RWWA Stewards to face the possibility of disciplinary action. As a result of these proceedings a Charge(s) may be laid under the Rules of Racing with penalties of fines, suspensions, disqualifications or cancellations of licenses being invoked.

Any queries in relation to this Policy should be directed to the RWWA Stewards Department.

(Paragraph in italics added to "Licensed Person" definition 25/2/13)

# DISCRIMINATION / SEXUAL HARASSMENT STATEMENT



#### **DISCRIMINATION AND SEXUAL HARASSMENT**

RWWA wishes to remind all industry participants of their rights and responsibilities with regard to discrimination and sexual harassment.

Discrimination and sexual harassment are unacceptable and unlawful forms of behaviour.

All people have the right to work in an environment that is free of sexual harassment, victimisation and discrimination.

RWWA, as the regulatory body for racing in Western Australia, provides support services, to promote working environments which are free of sexual harassment and discrimination. These services include the following:

- Contact with Industry Representatives
- Availability of course material for trainees and apprentice jockeys
- Contact with independent bodies, e.g. Human Rights and Equal Opportunities Commission, Anti-Discrimination Commission

A range of options exists to ensure all those involved in the industry have at least one channel of complaint with which they feel comfortable.

RWWA will not tolerate sexual harassment and discrimination in the Western Australian racing industry.

Our Stewards will enforce the Rules of Racing and will refer complaints to appropriate authorities which may include the police where appropriate.

#### WHAT IS DISCRIMINATION?

Discrimination occurs when someone is treated unfairly or badly compared to others, often because they are seen as different. It is against the law to discriminate against people because of:

- Sex (whether male or female)
- Marital or parental status
- Race
- Age
- Impairment (whether physical, intellectual, psychiatric or mental disability, injury or illness, including whether they are HIV+ or use a guide dog, wheelchair or some other remedial device)
- Religion
- Political belief or activity
- Trade union activity
- Lawful sexual activity (whether they are gay, lesbian, heterosexual or bisexual)
- · Pregnancy or breastfeeding

It is also against the law to discriminate against a person because they associate with or are related to someone who has any of these attributes or personal characteristics.

Unlike sexual harassment, which is against the law in all circumstances, discrimination is only against the law if it covers one or more of the grounds listed above and it occurs in any of the following areas:

- Employment
- Accommodation
- Education
- Provision of goods and services
- Access to places and vehicles

- Club membership and affairsApplication forms
- Advertising
- Superannuation and insurance
- Sport

Additionally, the Racial Hatred Act covers public acts which are done because of race, colour, national or ethnic origin of a person and are reasonably likely to offend, insult, humiliate or intimidate that person or group.

#### WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwanted, unwelcome or uninvited behaviour of a sexual nature that makes a person feel humiliated, intimidated or offended.

Sexual harassment can take many different forms and may include physical contact, verbal comments, jokes, propositions, the display of offensive material or other behaviour, which creates a sexually hostile working environment.

#### Examples of sexual harassment include:

- lewd jokes, comments or innuendo
- sexual comments, advances or propositions
- unzipping or undoing attire
- offensive, obscene language or crude gestures
- persistent questions or insinuations about a person's private life
- display of sexist literature
- nude/pornographic pictures (including screensavers)
- offensive, obscene language or crude gestures
- · obscene telephone calls, faxes or emails

Sexual harassment can involve behaviour that would also be an offence under the criminal law. For example, physical assault, indecent exposure, sexual assault, stalking or obscene communication.

Sexual harassment is <u>not</u> behaviour that is based on mutual attraction, friendship and respect. If the interaction is consensual, welcome and reciprocated it is not sexual harassment.

#### COULD DISCRIMINATION OR SEXUAL HARASSMENT AFFECT YOU? YES

**Everybody** who is engaged in activities related to the Western Australian Racing Industry must be aware of their responsibilities and rights with regard to discrimination, including sexual harassment.

Everybody includes owners; trainers; jockeys; RWWA's employees; contractors; trainees and all other associated persons who are engaged in activities in all areas of the racing industry in Western Australia.

#### WHAT ARE YOUR RIGHTS?

- · Everyone has the right to work in an environment which is free of harassment
- Sexual harassment is against the law
- Sexual harassment is against the Rules of Racing
- Confidential complaint procedures are available

#### WHAT DOES THE LAW SAY?

**Sexual harassment is prohibited in Australia** by the Federal *Sex Discrimination Act* and anti-discrimination laws in all States and Territories. The *Sex Discrimination Act* prohibits sexual harassment and other forms of discrimination in areas such as employment, the provision of services, education and accommodation.

Sexual harassment is a legally recognised form of sex discrimination. Sexual harassment can be a breach of an employer's common law duty to take reasonable care for the health and safety of employees. It can also be a breach of occupational health and safety legislation.

## WHAT ARE THE RULES OF RACING?

Stewards are empowered to investigate misconduct or allegations of misconduct and to lay charges and impose penalties under certain Rules of Racing.

#### WHO IS RESPONSIBLE?

#### Are individual persons responsible? YES.

- · Persons, including employers, employees and contract workers are personally liable for their own acts of sexual harassment
- A person is personally liable for any act of victimization or discrimination
- A person is personally liable for causing, instructing, inducing, aiding or permitting another to discriminate (including discrimination involving sexual harassment)

#### Are employers responsible? YES.

- An employer is vicariously liable\* for any acts of harassment or discrimination committed by employees or agents in connection with their duties unless "all reasonable steps" were taken by the employer to prevent harassment and discrimination occurring
- Lack of awareness that an employee or agent sexually harassed or discriminated against another will not discharge and employer's vicarious liability\*

#### **HOW TO MAKE A COMPLAINT**

Seek a complaint channel that you both trust and feel comfortable with. Investigate internal complaint channels. External complaint channels include:

- Human Rights and Equal Opportunities Commission
- State Equal Opportunities Commission
- Sexual Assault Resource Centre

<sup>\*</sup>Vicarious liability is an employer's legal responsibility for wrongs committed by employees in the course of work.



## **RWWA LICENSING POLICY**

The RWWA Integrity Assurance Committee (IAC) did resolve on the 20 August 2007 to adopt the following policy.

#### **RWWA Licensing Policy**

In determining whether a person is suitable, appropriate or a "fit and proper person" to hold a license, or remain licensed with RWWA, the RWWA Board or its delegate may take into account any relevant matter relating to the person and including the following:

- (a) That the person has satisfactorily met and continues to meet, the knowledge, ability and experience requirements relevant to that category of licence as determined from time to time by the licensing body.
- (b) Any conviction of the person of any offence under any Rules of Racing not restricted to these RWWA Rules of Racing; and
- (c) Any conviction of the person of an offence punishable by imprisonment regardless of whether imprisonment was applied;
  - (i) against another law of the Commonwealth; or
  - (ii) against a law of a State or Territory; and
- (d) Whether the person is, or has been, an undischarged bankrupt or is taking advantage of the laws relating to bankruptcy; and
- (e) Whether any false or misleading information or document has been provided in relation to the person at the time of application or renewal of licence:
- (f) Whether the person has previously been refused a licence by any licensing authority;
- (g) Whether or not the person is likely to breach a licence condition;
- (h) Whether the person has omitted to disclose or has not fully disclosed information that is relevant to an application for licence or renewal;
- (i) Whether the person has any association with persons or groups that are undesirable to the reputation of the racing industry; and
- (j) Without limiting any other paragraph, whether the person has failed to pay an amount or such other account for which the person is or was liable for as confirmed by an order of a Court or Magistrate having jurisdiction in such matters.

Any person found at any time to not be a "fit and proper person" may, in accordance with the relevant Rules of Racing, have any licence or registration held by them at time cancelled or have any application for licence or registration refused.

#### WHO CAN YOU CONTACT?

#### The RWWA Racing Integrity Division at

70 Grandstand Road ASCOT WA 6104 Phone: (08) 9445 5333

#### **Greyhound Racing Stewards**

Phone: (08) 9445 5237

#### **Thoroughbred Racing Stewards**

Phone: (08) 9445 5570

#### **Harness Racing Stewards**

Phone: (08) 9445 5157

#### **HUMAN RIGHTS AND EQUAL OPPORTUNITY COMMISSION**

Level 3, 175 Pitt Street, Sydney SYDNEY NSW 2000 Phone: (02) 9284 9600 Facsimile: (02) 9284 9611 General Enquiries: 1300 369 711 Complaints Hotline: 1300 656 419 Email:complaintsinfo@humanrights.gov.au

Web: http://www.humanrights.gov.au

#### **EQUAL OPPORTUNITY COMMISSION**

Level 2, Westralia Square 141 St Georges Terrace PERTH WA 6805 Phone: (08) 9216 3900 Facsimile: (08) 9216 3960

Facsimile: (08) 9216 3960
Country Callers (FREECALL): 1800 198 149
Email: eoc@equalopportunity.wa.gov.au
Web: http://www.eoc.wa.gov.au

#### SEXUAL ASSAULT RESOURCE CENTRE (SARC)

Phone: (08) 9340 1820 Facsimile: (08) 9381 5426

Crisis Line (24 hours): (08) 9340 1828 Counselling Line (24 hours): (08) 9340 1899 Country Callers (FREECALL): 1800 199 888

#### **CRISIS CARE**

Department of Community Development Counselling Line (24 hours): (08) 9223 1111 Country Callers (FREECALL): 1800 199 008

#### LIFELINE WA

57 Murray Street PERTH WA 6000

Counselling Line (24 hours): 131 114 Web: <a href="http://www.lifelinewa.org.au">http://www.lifelinewa.org.au</a>



# Licensing & Registrations 14 Hasler Rd Osborne Park 6017

Telephone (08) 9445 5558 Fax (08) 6314 4792

## **HOW TO PAY**



Please call the telephone number on your document

Or

#### **Credit Card**



Please complete the details below then detach the slip and return it with your completed application

**Detach and Return with your application** 

PAGING AND WAGERING WESTERN AUSTRALIA	CREDIT CARD AUTHORISATION SLIP
Condition of Time where the Condition of Time	ACTEDICADO
Credit Card Type please tick ✓ □ VISA □ MA	ASTERCARD
Card No.	Card Expiry Date
Name on Card	Amount \$
Card Holders Signature	Date
I agree to RWWA charging my c	credit card account for the amount shown above
Account No Contact Teleph	none Number Invoice No/s

Form: LRF-001



Need support now? We're here to help 24/7



RacingandWageringWAinconjunctionwithPeopleSensehasmadeavailable afree,independentand confidentialmentalhealthandwellbeingsupport service to Licenced Racing Trainers, Harness Drivers, Stable Hands, Stable Forepersons, Track Work Riders, Greyhound Attendants and Licenced Farriers/Riders Agents.

Racing Assist offers 24 hour phone support and up to six free face-toface counselling sessions run by trained professionals.

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> > racingassist.com.au