

# Limousin Youth & Events Policy (Under Australian Limousin Breeders' Society (ALBS) Framework)

## 1. Purpose

Ensure all youth-focused ALBS events, shows, socials, camps, and meetings are conducted in accordance with ALBS policies and national welfare standards, fostering safe, respectful, and on-brand experiences.

## 2. Scope

Applies to:

- Youth members (<25 years).
  - Youth members must be aged less than 25 years of age when the annual subscription is due. A person ceases to be a youth member on 1 January following their 25<sup>th</sup> birthday (*in accordance with Clause 19. ALBS Constitution*).
- Parents/guardians, mentors, and volunteers
- ALBS staff, Directors, contractors at youth events

## 3. Governance & Policy Alignment

- **Code of Conduct:** Must model ALBS's values of professionalism, respect, and accountability; prohibited behaviours include harassment, bullying, discrimination, or acting in ways that bring ALBS or the Limousin breed into disrepute.
- **Social Media Policy:** Any event-related content shared online must align with ALBS's 2025 Social Media Policy. Only designated staff or Directors may post, and sensitive or controversial messages must be routed through official channels.
- **Marketing & Media Policy:** Any promotion of youth events, print, digital, or video must comply with ALBS branding guidelines, require prior approval by the Youth Committee, and use only appropriate digital channels.
- **Australian Animal Welfare Standards:** All cattle handling at youth events must meet National/State welfare protocols to ensure safety and welfare.
- **Working with Children:** Legislation for Working with Children varies across the States. Compliance and adherence to State Legislation will be required, with necessary protocols adopted before an event can take place.

## 4. Event Conduct & Participation

### 4.1 Behaviour Standards

- Be courteous, inclusive, and constructive.
- Respect livestock, handlers, judges, and other participants.
- Exhibit professional conduct in line with ALBS's Code of Conduct and disciplinary framework.
- No harassment, discrimination, or inappropriate language.

### 4.2 Livestock & Welfare

- Handle animals according to ALBS regulations (identification, documented welfare, NLIS tags, appropriate handling).

- guidance from Youth Committee, ALBS members and volunteer supervisors.
- Immediately report any incident or welfare concern to a Committee Member.

#### **4.3 Socials & Gatherings**

- Drugs, and weapons are strictly prohibited.
- Alcohol consumption is strictly prohibited for under 18 years of age.
- Respect event curfews, venues, and rights of other attendees.
- Use social media responsibly. No posting of unsafe or welfare-compromising content; tagging and promotion per official Media Policy.

#### **5. Communications & Social Media Usage**

- The Youth Executive Committee must pre-approve visuals and messages that intend be shared; event posts must align with ALBS branding and marketing standards.
- Youth leaders must guide participants on appropriate social media etiquette during and after events.
- Any negative or controversial incident must be escalated immediately to the Youth Executive Committee before posting.

#### **6. Marketing and Promotions**

- All branded materials (flyers, banners, social content) require Youth Executive Committee's pre-approval.
- Materials must accurately reflect ALBS branding standards and inclusive messaging.
- Content must align with youth inclusivity, safety, and welfare protocols.

#### **7. Breaches & Disciplinary Action**

- Breaches of this policy and ALBS regulations will be investigated per ALBS's Disciplinary Process.
- Possible consequences include:
  - Verbal or written warnings
  - Suspension from events or Youth Program
  - Escalation to ALBS Executive for serious misconduct

#### **8. Incident Reporting**

- All incidents (safety, welfare, misconduct) must be reported via the ALBS Incident Report Form at time of reporting.
- Reports are assessed by Youth Leadership in consultation with ALBS Event Management and ALBS Directors.
- Follow-up actions and communications will be managed in alignment with ALBS disciplinary and complaint resolution processes and as required by law.