



Code of Conduct

International Search and Rescue Dog Organisation (IRO)

Our work is characterised by mutual **respect, responsibility, and solidarity**. We consider trustworthy and respectful interaction to be an essential basis for effective collaboration.

The board members, the employees as well as all officials (Classifiers, Judges, Trainers) are important representatives of the International Search and Rescue Dog Organisation and have a great influence on our public image.

The following standards of conduct, which are based on the values mentioned above and which apply to all of us in the international IRO network, should help to maintain our existing good reputation as an organisation of integrity, transparency, and respect.

General

- We do not tolerate sexism, racism, ableism (discrimination against people with disabilities), or any other form of discriminatory behaviour.
- We do not tolerate sexual harassment, mobbing, or abuse of power.
- We treat everyone with honesty, fairness, and respect.
- We tolerate and accept different opinions.
- We respect social and cultural traditions in foreign countries.
- We ensure compliance with the Animal Welfare Act, according to the minimum standard of the Austrian Animal Welfare Act.
- We deal with complaints in a professional and objective manner.
- We treat business secrets and personal data with strict confidentiality.

Communication & Representation

- Confidential information of any kind obtained during the course of work for the IRO, including information beyond the scope of our own activities, may neither be used for the pursuit of our own interests nor made accessible for the use of the interests of third parties.
- During official appointments of the IRO, there must be no impairment due to alcohol or drug consumption. Moderate alcohol consumption is permitted during non-working hours at IRO Events.
- When participating in IRO Events, the team equipment provided must be worn.
- When participating in online meetings on behalf of the IRO, a professional appearance must be ensured. Attention should be paid to the wearing of appropriate



clothing, a distraction-free background, and the elimination of any disturbing noise. Eating and drinking are to be avoided as much as possible.

- While performing official functions (Classifier, Judge, Trainer), the mandatory protective equipment must be worn in its entirety.
- Details of MRT classifications or test results will not be publicly disseminated or discussed. No concessions will be made to participants outside of the panels.
- On our social media channels, we ensure an open and objective discussion and never allow ourselves to be carried away by emotional reactions.

In case of non-compliance with the guidelines, sanctions may be determined by the IRO Executive Board.