

Terms of Membership

By being a member of RAD Inc, you are in agreeance of the following.

Assistance Dog Guidelines:

1. To be legally considered an Assistance Dog in Australia, the dog must meet the definition outlined in the Disability Discrimination Act (1992). Any dog who does not meet this definition is not an Assistance Dog. A dog must meet this standard to work in public (non-pet friendly areas). This includes holding sufficient proof of training for an assistance dog.
2. RAD teams must follow Revolutionary Assistance Dog's training and behaviour standards and Colour Levels structure and be approved to commence Public Access work once at Blue or Purple.
3. RAD Dogs must be a minimum of 6 months old to commence Public Access work as well as completing the Colour Level structure and be place at Blue.
4. RAD Dogs are required to be easily identifiable as Assistance Dogs when working in public. We recommend dogs to use a clearly labelled vest, cape, or harness; however, leash sleeves, bandanas, etc, are also easily accessible and acceptable.
5. RAD Dogs where safe and possible, should follow a '4 on the floor' rule – four paws making contact with the ground.
6. If a dog cannot work '4 on the floor', they may be carried on mobility equipment, or in an appropriate carrier that does not impede upon their ability to work. All RAD Dogs must still show the ability to work '4 on the floor'.
7. When working RAD Dogs should not be placed directly on public furniture such as tables, chairs, and trolleys (unless the establishment has its own policies on this). Dogs must not be placed directly on furniture in food areas or placed into trolleys where food is sold.
8. RAD Dogs should maintain a neat and clean appearance when working, including well-maintained gear.
9. RAD Dogs working in public should be as unobstructive and discreet as possible – unless a task calls for otherwise.
10. RAD Dogs should not interfere with members of the general public when working – unless a task calls for otherwise.
11. RAD Dogs should not show fear or anxiety in routine Public Access situations.
12. A RAD Dog who shows aggression or intense fear in public is to be pulled from Public Access work until the issue is resolved. If the issue cannot be resolved, the dog is not to return to Public Access work.



Mobility Guidelines

13. **Light Mobility** – Momentum Pull: Dogs should be at least 30% of the handler's height and weight, and at least 18 months old. Guide work can be considered light mobility when guide work involves pressure in the harness.

14. **Medium Mobility** – Counter Balance: Dogs should be at least 40% of the handler's height and weight, and at least 2 years old. Counterbalance may be used in motion.

15. **Heavy Mobility** – Bracing: Dogs should be at least 40% of the handler's height, and 50% of the handler's weight, and at least 2 years old. The brace should not be used in motion. Rigid handles should not be greater than 6 inches (measured from the dog's back between the shoulders to the handler's wrist when standing totally upright beside the dog.)

These are our minimum guidelines to ensure your dog is safe when performing mobility tasks for you. The higher the ratio of your height and weight for mobility, the safer these tasks are for your dog. You should always consult a knowledgeable veterinarian and or specialist before commencing mobility work with your dog, and have our MOBILITY Page completed.

Member Guidelines:

16. Members will not contribute to a defamatory or negative social view of the Association. This includes social media posts, stories comments or content.

17. Members will not speak to the media regarding RAD before written permission is given. Please contact us at any stage if you have the opportunity to help spread the word.

18. Members will not be part of or create another Assistance Dog Association, Organisation, or project unless approved by the committee.

19. Members will not bully, harass, or target members of the Association, staff, trainers or volunteers on or offline.

20. Members will treat members of the Association, staff and volunteers politely, and with respect, on or offline.

21. RAD resources will not be share with anyone with out RAD's consent-This includes but is not limited too specific RAD resources, files, documents, applications, letter, emails and communication etc – with the exception of sharing relevant resources with a trainer for private use between our member and their trainer. Please contact us first as we have specific recourses for our trainers.



Member Guidelines Continued:

22. Members (present and past) will not use any information gained from their membership with RAD to cause detriment to members of the Association, or the Association itself.

23. If RAD Inc. is advocating on your behalf for an access issue, it can diminish the outcome or undermine your case if it is spoken about publicly, or on social media. We advise that these issues be kept private until they have been dealt with, to give the issue the best chance of being resolved.

24. Members will advise the association if their dog ceases work at any time - whether temporarily or permanently. If a dog is retired, washed out or pulled from training, or no longer required to work for their handler, RAD Inc must be informed; and all RAD branded property returned.

25. Members will advise RAD if they acquire a new prospect / Assistance Dog within 2 weeks. We will require dog details and vet form pages of our membership application to be completed for new dogs, along with payment. New dogs will be placed at the beginning of our training structure at the time of joining

Bullying:

26. Bullying and harassment will not be tolerated at Revolutionary Assistance Dogs in any form, online, or offline.

27. Bullying can take many forms but not limited to including jokes, teasing, nicknames, name-calling, messages (text, email, social media, etc), pictures, social isolation, sarcasm, demeaning language, threats and abuse, coercion, inappropriate blaming, ganging up, calling out, drawing negative attention to a person, etc.

28. All instances of bullying at Revolutionary Assistance Dogs are thoroughly investigated and should be reported via email to human.resources@raddogsinc.com.au

It is important to note that Revolutionary Assistance Dogs only has the power to mediate between members of the association. However, any action of bullying and harassment will be taken into consideration by committee and can impact membership.



This Association:

29. Does not condone the working of any dogs that are unfit for purpose. This includes dogs who are, behaviourally or mentally unstable, seriously injured, ill, diseased, etc; and dogs who have a loss of limb or limb function, skeletal/muscular deformities, incomplete use of senses, soundness issues, aggressive tendencies, epilepsy, seizures, etc.

30. Supports all forms of Assistance Dogs that meet the standards outlined in the Disability Discrimination Act (1992) including entire (not de-sexed/spayed) dogs, purebred dogs, crossbred dogs, rescued/shelter dogs, etc, providing this complies with state laws.

31. Supports a handler's right to choose the ethical training methods and gear that are appropriate for them and their dog; providing this aligns with relevant state and federal laws.

32. Does not condone any questionable, abusive, unsafe, or dangerous treatment of animals or use of equipment.

RAD Branded Merchandise:

33. RAD embroidered patches, certificates, and ID cards received in your membership pack remain the property of Revolutionary Assistance Dogs. These items must never be sold, gifted, destroyed, or disposed of.

34. Revolutionary Assistance Dogs branded merchandise (such as, but not limited to patches and vests, including gear that a patch has been attached to) must not be sold or gifted without approval from RAD Inc; and must be done via a members-only space such as the private Facebook group. RAD Branded items must remain accounted for by RAD Inc. and we need to ensure that they are only owned and used by current members, and members whose dogs are approved for Public Access work.

35. RAD embroidered patches received in your membership pack are not to be sold. Patches that you have purchased outright may be sold with approval.

36. If a membership is terminated (by RAD or the member), a dog is retired, or it is otherwise requested, you agree to no longer use any gear or branded merchandise affiliated with RAD Inc. and return ID cards and Patches to the association. All RAD branded merchandise the team has obtained, must be returned to RAD Inc, and/or items such as vests must be sold in a member's only space. Items that RAD may request the return of include but is not limited to: vests, patches, bandanas, medallions, and membership ID cards. These must be returned to RAD with tracking at your own cost within 10 business days of the end of membership. RAD is to be provided with the tracking details.



Other Terms:

37. Assistance Dogs will not be worked by anyone other than the disabled handler (member) unless directly on behalf of the disabled handler (member), with the member present, as it is the member that holds the legal access rights.

38. Along with the annual renewal form, a full renewal of all membership application forms must be completed every two years to ensure both dog and handler still fit our requirements, and to ensure all information is up to date. If the appropriate renewal forms are not received and/or paid by the due date, membership is automatically suspended

39. The association holds the right to terminate memberships if the terms of membership and values of the association are not adhered to.

40. If we have a concern or complaint about the behaviour of one of our member's dogs, we reserve the right to request a letter of recommendation from a trainer that the dog maintains standards of behaviour appropriate for working in a public place and/or. we reserve the right to request a professional assessment that the dog is in line with our expectations and standards. Revolutionary Assistance Dogs reserves the right to determine the assessor. If this is unable to be obtained, RAD holds the right to suspend the membership and the member is to to reframe from public access until a time where the dog is cleared to work or the membership terminated.

41. If we have a concern or complaint about the health of one of our member's dogs, we reserve the right to request a letter from a veterinarian and/or veterinarian specialist stating that the dog is healthy, up to hygiene standards appropriate for a dog in a public place, fit to work in public and address any health conditions the dog is subject to within the assessment. If this is unable to be obtained, RAD holds the right to suspend the membership and the member is to to reframe from public access until a time where the dog is cleared to work or the membership terminated.

42. These terms are subject to change at any time. It is your own responsibility to stay up to date with current terms. These can be found on our website.



Remember we are here to represent you, but you also represent us when out working using RAD Inc related gear – so please help us to uphold good brand integrity so we can continue to provide the best support possible to our wonderful members. In essence, always put your best paw forward and as always, stay RAD!

