



CODE OF CONDUCT

QUEENSCLIFF SLSC expects all members, supporters and associates of the club to respect the SLSA Codes of Conduct and recognise that they have a responsibility to a duty of care to all SLSA members and members of the public at all times.

SLSA General Code of Conduct

Members and all people involved in any way with Surf Life Saving (SLS) will:

- a) respect the rights, dignity and worth of others—treat others as you would like to be treated yourself
- b) be ethical, considerate, fair, courteous and honest in all dealings with other people and organisations
- c) be professional in, and accept responsibility for your actions
- d) be aware of and follow—at all times—SLS' standards, rules, policies and procedures and promote those standards, rules, policies and procedures to others
- e) operate within the rules and spirit of the sport, including the national and international guidelines that govern SLS
- f) understand the possible consequences of breaching the SLSA Codes of Conduct and/or this Policy (for further details refer to the Member Protection SLSA Policy <https://www.surflifesaving.com.au/members/policies/slsa-policy-6-05-member-protection/>)
- g) report any breaches of the Codes or this Policy to the appropriate people or persons in authority (PPA)
- h) refrain from any form of Abuse, Bullying, Harassment, Discrimination and Victimisation towards others through any means including but not limited to face to face, all electronic technology and communication tools such as smart phones, social networking and email.
- i) raise concerns regarding decisions of PPA through the appropriate channels and in a timely manner

- j) provide a safe environment for the conduct of activities in accordance with any relevant SLSA policy
- k) show concern, empathy and caution towards others that may be sick or injured
- l) be a positive role model to all
- m) respect and protect confidential information obtained through SLS activities or services; whether individuals and/or organisational information
- n) maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to the role(s)
- o) ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development
- p) refrain from intimate relations with persons over whom you have a position of authority
- q) agree to abide by all SLSA Codes
- r) maintain a duty of care towards others
- s) be impartial and accept the responsibility for all actions taken.
- t) not tolerate abusive, discriminatory, intimidating or offensive statements being made online and bullying and harassment in all forms is unacceptable.
- u) ensure social media postings, blogs, status updates and tweets by members must not be offensive, provocative or use hateful language or images and must not be misleading, false or injure the reputation of another person. At all times social media must respect and maintain the privacy of others and promote SLS in a positive way.

All Queenscliff SLSC members must:

- adopt, implement and comply with the SLSA Code of Conduct Policy (including its appendices – refer to the link below)
- promote and model appropriate standards of behaviour at all times

SLS VALUES and Key Principles that Queenscliff SLSC Members need to abide by:

INTEGRITY and RESPECT Recognising the contribution that people make to SLS, treating them with dignity and consideration, as well as caring for the property and equipment they use. Fairness should be employed in decision-making out of respect to all.

TEAMWORK Collaboration and working together to achieve outcomes and resolve issues. Supporting one another on and off the beach is essential.

FUN AND ENJOYMENT SLS should be enjoyable for all those participating in it. All efforts should be recognised and rewarded.

EXCELLENCE Surf Lifesavers strive for best practice in everything they do—seeking the highest of standards in order to achieve the best possible outcomes for themselves, their Club and SLS.

Other Member welfare matters and expectations

Queenscliff SLSC Members while on duty or carrying out member roles including those representing Queenscliff SLSC in competition must not:

- use, possess or be under the influence of an illegal or illicit drug
- use or be under the influence of alcohol
- be incapacitated by any other legal drug such as prescription or over-the-counter drugs
- supply alcohol or drugs (including tobacco) to children or young people (U18) participating in any SLS service, program, event or activity.

Use of legal drugs other than alcohol is permitted, provided such use does not interfere with a member's ability to care for other members involved in SLS services, programs, events or activities.

Responsible service and consumption of alcohol should apply to any alcohol consumed. Responsible service might include ensuring that light alcohol and soft drinks always being available. Wherever possible, food might be made available to be consumed when alcohol is available, or transport policies may be adopted.

All SLS Clubs and Members must adhere to strict guidelines regarding the responsible service and consumption of alcohol and act in accordance with relevant liquor licence laws and regulations.

Change Room or Bathroom Arrangements:

All Queenscliff SLSC Members other than parents/carers of their children or young people:

- Should avoid one-on-one situations with children or young people in a change room area
- Are not permitted to use the change room area to, for example, undress, while children or young people are present unless the member/s are also competing in a SLS event or are participating in a SLS training environment and are supervised

Supervising Members of children or young people need to ensure adequate supervision in public change rooms when they are used.

Club Members in Authority need to provide the level of supervision required for preventing Child Abuse by members of the public, adult service users, peer service users or general misbehaviour, while also respecting a child's privacy.

Females should avoid entering male change rooms and males should avoid entering female change rooms in any circumstance (other than an emergency). If a female has to enter a male change room or a male has to enter a female change room, adequate supervision is required.

SLSA Code of Conduct

The SLSA Policy (including its appendices) binds everyone who is involved in SLS including but not only:

- a) persons appointed or elected to boards, committees and sub- committees
- b) volunteers
- c) support personnel
- d) all Members, including State Centres, Clubs, individual members, life members and members of Members (including Branches)
- e) any other person involved in SLS including but not limited to participants, parents, guardians, spectators, sponsors and licensees and other contracted parties to the full extent possible.

The SLSA Policy will continue to apply to a person, even after they have stopped their association or employment (subject to this Policy's terms) with an SLS Entity, if disciplinary action against that person has commenced.

The SLSA Code of Conduct can be viewed here:

<https://www.surflifesaving.com.au/members/policies/slsa-policy-6-05-member-protection/>