

# Scarboro Surf Life Saving Club

## Policy 1.6 Code of Conduct

(Draft Policy 17/05/2022)



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## 1. Introduction

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The Club is committed to conducting itself with integrity, honesty and fairness in all aspects of its operation and to observing the rules in which it operates.

The purposed of the Code of Conduct is to:

- Establish the standards of behaviour expected of the Board, Officers, Employees and Members of the Club when dealing with each other, stakeholders and the broader community;
- Establish, promote and uphold the Club's values;
- Maintain confidence in the Club's integrity and support the Club's reputation and image within the community; and
- Take into account the Club's legal and regulatory obligations and the reasonable expectations of its stakeholders'.

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## 2. Who does this Code of Conduct apply to?

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All Directors, Officers, Employees and Members must comply with this Code.

Responsibility lies with each person covered by this Code to conduct themselves in accordance with this Code. If you have any questions about the Code, you should speak with a Director.

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## 3. Our Motto

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We strive to maintain a self-imposed service.

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## 4. Our Purpose

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To Cultivate an active and healthy community to generate better and more resilient people through surf life saving.

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## 5. Our Values

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Defined and shaped by our members, our values underpin the way we work and drive our culture. They are what we stand for, what we believe in and support how we interact with our members and the community. By working with integrity and conviction, and using values as our compass, we will ensure we will continue to be here for generations to come.

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| <b>Safety:</b> | We strive to provide a safe environment at our beach and in everything we do. |
| <b>Care:</b>   | We care for our traditions, ourselves, our members and our wider community.   |

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- Accountability:** We are accountable to ourselves and each other.
- Respect:** We demonstrate tolerance and respect for our members and our community.
- Belonging:** We are a community of families welcoming diverse backgrounds.
- Success:** We are passionate in our endeavours and celebrate our successes.

### Commitment to Code

Directors, Officers, Employees and Member are committed to conducting themselves with integrity, honesty and fairness in all aspects of its operation and to observing the rules in which it operates, and must deal with all stakeholders accordingly.

Directors, Officers, Employees and Members and all people involved in any way with the Club will:

- Respect the rights, dignity and worth of others – treat others as you would like to be treated;
- Be ethical, considerate, fair, courteous and honest in all dealings with others;
- Be professional in and accept responsibility for your actions;
- Be aware of and follow surf lifesaving standards, rules, policies and procedures (Club, state and national) and promote it to others;
- Understand the possible consequences of breaching this code or any policy – particularly Member Protection;
- See something – say something! Report any breaches of the Code of Conduct or Member Protection Policy to the Director, Member Services and/or President;
- Refrain from any form of abuse, harassment, discrimination and victimisation towards others;
- Provide a safe environment in activities in accordance with surf lifesaving policies;
- Show concern, empathy and caution towards others that may be sick or injured;
- Be a positive role model to all;
- Respect and Ensure that any physical contact with others is appropriate and necessary for the person's skill development;
- Refrain from intimate relations with persons over whom you have a position of authority; and
- Protect confidential information obtained through surf lifesaving.

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## 6. Compliance with laws and governing regulations

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The Club is required to comply with all legal, common law requirements and governing regulations (including SLSA and SLSWA) which affect its operations. Any transgression or reasonably suspected transgression from the applicable laws and/or regulations is to be reported to the President as soon as you become aware of such a transgression.

All Directors, Officers, Employees and Members should be aware of, and comply with, their duties and obligations under all laws and regulations relating to their activities. They are encouraged to: understand the laws and regulations which affect or relate to the Club's operations.

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If you have a question as to whether a particular law or regulation applies or how they may be interpreted, please contact a Director.

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## **7. Compliance with the Code of Conduct**

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Any breach of compliance with this Code of Conduct is to be reported directly to the Director, Member Services and/or President, as appropriate. The Board should be informed of any material breaches of this Code of Conduct. Anyone breaching this Code of Conduct may be subject to disciplinary action.