

The purpose of having a Code of Conduct is simply to provide a framework for how we should be behaving within our Club at its associated events.

It highlights areas of responsibility and safety, duty of care, accountability, suggested outcomes/knowledge and the importance of being a leader through positive role modeling.

The SLSA Code of Conduct applied to all current financial members of the Surf Life Saving Clubs and across all leadership held within a Club. There also exist “Role Specific Codes of Conduct for the following stakeholders:

- Surf Life Saving Team Leader Code of Conduct
- Surf Life Saving Team Manager Code of Conduct
- Surf Life Saving Age Manager Code of Conduct
- Surf Life Saving Coach Code of Conduct
- Surf Life Saving Official Code of Conduct
- Surf Life Saving Administrator/Director/Officer Code of Conduct
- Surf Life Saving Parent/Guardian Code of Conduct

## D1. Surf Life Saving Team Leader Code of Conduct

A SLSA Team Leader (eg. Patrol Captain, ORB Skipper etc) will:

1. Agree to abide by Code of Conduct
2. Be responsible for the overall safety and well-being of the Members of the patrol
3. Maintain a ‘duty of care’ towards team members, an accountability for the management of the team and a responsibility for the actions of the team members
4. Have a sound knowledge of SLSA policies, responsibilities and lifesaving techniques, and ensure that the conduct of the patrol is in accordance with these policies and guidelines;
5. Foster a collaborative approach to the management of the Patrol.

## D2. Surf Life Saving Team Manager Code of Conduct

1. Agree to abide by the Code of Conduct
2. Be responsible for the overall safety and well-being of team members and officials travelling with a team
3. Maintain a ‘duty of care’ towards team members and an accountability for the management of the team
4. Have a sound knowledge of SLSA policies, responsibilities and competition rules, and ensure that the conduct of the affairs of the team in accordance with these policies and guidelines
5. Foster a collaborative approach to the management of the team

## D3. Surf Life Saving Age Manager Code of Conduct

An SLSA Age Manager (Junior Activities) will:

1. Agree to abide by the Code of Conduct
2. Be responsible for the overall safety and well-being of the group
3. Be responsible for the groups' learning
4. Take time to plan and prepare the activities delivered in the group
5. Instill enjoyment and fun in what they do
6. Be a positive role model for Surf Lifesavers and the SLSA

An SLSA Coach will:

1. Agree to abide by the code of conduct
2. Be responsible for matters concerning the coaching, training and development of Surf Lifesavers
3. Provide positive feedback to participants
4. Treat all participants equally
5. Maintain a 'duty of care' towards others and an accountability for matters relating to training and competition
6. Have a sound working knowledge of SLSA policies, rules and regulations and coaching techniques
7. Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances
8. Ensure that any physical contact with others is:
  - a. Appropriate to the situation
  - b. Necessary for the persons' skill development
9. Provide a safe environment for training and competition
10. Be a positive role model for Surf Lifesavers and SLSA

D5. Surf Life Saving Official Code of Conduct

An SLSA Official will:

1. Agree to abide by the Code of Conduct
2. Be responsible for matters concerning the development of Surf Lifesavers and the conduct of competitions
3. Maintain a 'duty of care' towards others and an accountability for matters relating to training and competition
4. Have a sound knowledge of SLSA policies, rules and regulations
5. Be impartial and accept the responsibility for all actions taken
6. Ensure that any physical contact with other is:
  - a. Appropriate to the situation
  - b. Necessary for the persons' skill development

D6. Surf Life Saving Administrator/Director/Officer Code of Conduct

An SLSA Administrator/Director/Officer will:

1. Agree to abide by the Code of Conduct
2. Be fair, considerate and honest with others
3. Operate within the rules of SLSA

4. Be professional in your actions. Your language, presentation, manner and punctuality should reflect high standards
5. Resolve conflicts fairly and promptly through established procedures
6. Maintain strict impartiality
7. Maintain a safe environment for others
8. Show concern and caution towards others
9. Be a positive role model for others

#### D7. Surf Life Saving Parent/Guardian Code of Conduct

A Parent/Guardian of an SLSA member will:

1. Remember that their child participate in Surf Lifesaving for their own enjoyment
2. Focus on their child's efforts and performance rather than winning and losing
3. Show appreciation for good performance by all participants
4. Never ridicule or yell at their child or other children for making a mistake
5. Respect official's decisions and teach their children to do likewise
6. Not physically or verbally abuse or harass anyone associated with the activities (eg. Coach, official, age manager etc)

#### D8. Members Code of Conduct

1. Respect the rights, dignity and worth of others
2. Be fair, equitable, considerate and honest in all dealings with others
3. Be aware of, and maintain an uncompromising adherence to SLSA standards, rules, regulations and policies
4. Be professional in, and accept responsibility for actions
5. Make a commitment to providing quality service
6. Use facilities and equipment for their proper purposes, and care for and maintain such facilities and equipment correctly
7. Refrain from anything which may abuse, intimidate or harass others
8. Preserve and protect the standing and reputation of the Association
9. Understand the consequences and any breach of SLSA's Member Protection Policy or Codes of Conduct

Verbal Abuse, bullying of our Staff and Members is an inappropriate behavior within our Club or at any sanctioned events and will not be tolerated.

Aggressive behaviour including verbal abuse is unacceptable. Members who behave in such a manner and breach our Code of Conduct will be immediately asked to leave the premises and the incident will be reported to the Board of Management (BOM) for further investigation.

Examples of behaviour that will not be tolerated. Abuse or lack of respect to:

- Staff including Surf Club and Supporter's ClubBar Staff
- Club Captain
- Age Manager or Official Team Manager
- Other Competitors
- Senior Members

- No consumption of alcohol under tents at carnivals
- Abuse of staff and or other members while under the influence of alcohol
- Theft of Club Property
- Use of Other Members property without permission
- Use of Improper Language

Should any inappropriate incident occur there are Club Grievance Officers who may be contacted and a procedure will be followed regarding the incident and penalties under the Club's constitution may apply.