

## SLSA MEMBER CODE OF CONDUCT

This Code of Conduct (Code) outlines the behaviour expected of, and by, Members and persons involved in, and interactions between, all such persons in the Surf Lifesaving community.

As part of a Member's commitment to observing this Code of Conduct, each Member must acknowledge their commitment to the Code of Conduct.

There may be exceptional situations where the Code does not apply, for example, in an emergency situation. It is crucial however that, where possible, authorisation is sought from the relevant SLS Entity prior to taking action that may contravene the Code or the relevant SLS Entity is advised as soon as possible of any incident which may breach the Code.

The Code should be followed at all times and by all Members and all people involved in any way with Surf Lifesaving.

### 1.5 General

Members and all people involved in any way with Surf Lifesaving 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 rules, regulations, policies and procedures and promote those laws, standards, rules, policies and procedures to others;
- e. raise concerns arising under this Policy through the appropriate channels and report any breaches of the Code or this Policy, in line with the Complaint Resolution Policy via <http://complaints.sls.com.au/>;
- f. refrain from any form of Bullying, Abuse, Harassment, Discrimination and Victimisation towards others;
- g. provide a safe environment for the conduct of activities in accordance with any relevant SLSA policy;
- h. ensure SLS is an inclusive organisation that is open to all who wish to participate regardless of age, gender, disability, cultural and linguistic background or sexual orientation;
- i. provide a safe and nurturing environment for all participating in surf life saving by actively promoting the principles of equal opportunity, social justice and cultural safety so that all individuals are treated with respect and dignity;
- j. show concern, empathy and caution towards others that may be sick or injured;
- k. strive to be a positive role model to all;
- l. respect and protect confidential information obtained through Surf Lifesaving activities or services; whether individuals and/or organisational information;
- m. maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to the role(s);
- n. ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development;
- o. refrain from intimate relations with persons over whom you have a position of authority;
- p. maintain a duty of care towards others; and
- q. be impartial and accept responsibility for all actions taken.

## 1.6 Sexual misconduct and relationships

Under no circumstances should any form of sexual behaviour occur between, with, or in the presence of, any Children and Young Person (CYP) participating in any Surf Lifesaving environment. Engaging in sexual behaviour while participating in Surf Lifesaving services, events, programs or activities is prohibited.

‘Sexual behaviour’ must be interpreted widely, to encompass the entire range of actions that would reasonably be considered to be sexual in nature, as outlined in Policy 6.04 Child Safe.

## 1.7 Use, possession or supply of alcohol or drugs

Any member, while on duty (patrol), involved in SLS activities/programs, or having supervision of CYP, including overnight stays, must not:

- a. use, possess or be under the influence of an illegal or illicit drug
- b. use or be under the influence of alcohol
- c. be incapacitated by any other legal drug such as prescription or over-the-counter drugs
- d. supply alcohol or drugs (including tobacco) to CYP.

Use of legal drugs other than alcohol is permitted, provided such use does not interfere with a person’s ability to patrol, or care for Members involved in Surf Lifesaving’s services, programs, events or activities.

Responsible service and consumption of alcohol must apply to any alcohol consumed when a member is off duty. Responsible services 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. Reasonable consumption of alcohol must be in line with guidance for the reasonable service of alcohol (RSA).

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

## 1.8 Pregnancy

Pregnant women should be treated with respect, and any unreasonable barriers to their full participation in Surf Lifesaving should be removed. Any Discrimination or Harassment against pregnant women in Surf Lifesaving will not be tolerated. Pregnant women will be required to sign a disclaimer only if all other Participants are required to sign one in similar circumstances.

If a pregnant woman feels she has been harassed or discriminated against on the basis of her pregnancy by another person or organisation bound by this Policy, she may make a complaint either within Surf Lifesaving or to external agencies.

All SLS Entities will take reasonable care to ensure the safety, health and wellbeing of pregnant women and their unborn child(ren). Pregnant women are advised that there may be risks involved and are encouraged to seek medical advice and make themselves aware about them, to then inform them of the potential harm to their health and wellbeing, and that of their unborn child(ren).

## 1.9 Gender identity

SLS Entities are committed to providing a safe, fun and inclusive environment for all people, including those of diverse sexualities and genders. Being an inclusive organisation not only reflects our core values, but it also reflects the diversity of our local communities.

Any unlawful discrimination, vilification or harassment of a person because of their gender identity will not be tolerated. This includes, but is not limited to forms of homophobia, biphobia, and transphobia. If a person with a diverse gender feels they have been harassed or discriminated against on the basis of their gender identity by another person or organisation bound by this Policy, they may make a complaint either within Surf Lifesaving or to external agencies.

Any form of exclusion from participating in events and activities, towards people of diverse genders, can have significant implications for their health, wellbeing and involvement in community life. An individual's participation in Surf Lifesaving on the basis of the gender with which they identify is supported.

SLSA refers to Sport Australia and the Australian Human Rights Commission's guidelines for the inclusion of transgender and gender diverse people in sport where clarification is required.

## 1.10 Smoke free environment

Smoking is now banned in many public spaces, including parks and beaches in some states. Members must not smoke while undertaking Surf Lifesaving duties and must also refrain from the practice when engaged in official Surf Lifesaving events, activities and competitions.

All SLS Entities must adhere to relevant legislation and local government regulations in relation to smoking requirements.

## 1.11 Cyber Bullying

Bullying and Harassment in all forms is unacceptable. Bullying has the potential to cause great anxiety and distress to the person targeted by hurtful or derogatory comments or statements.

Technologies and communication tools, such as smartphones and social networking platforms, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. No SLS Entity will tolerate abusive, discriminatory, intimidating or offensive statements being made online. In some cases, Bullying is a punishable criminal offence.

See SLSA's Social Media Policy.

## 1.12 Social networking platforms

SLS Entities acknowledge the enormous value of social networking platforms, such as Facebook, Instagram and Twitter, to promote Surf Lifesaving and celebrate the achievements and success of the people involved in Surf Lifesaving. All people bound by this Policy must conduct themselves appropriately when using social networking platforms to share information related to Surf Lifesaving.

Social media postings, blogs, status updates and tweets by Members:

- a. must not use offensive, provocative or hateful language or photographs/images;
- b. must not be misleading, false or injure the reputation of another person;
- c. must not portray the uniform or any associate SLS IP in a way that can be seen as negatively impacting the organisation or breaching any SLS Policies;
- d. should respect and maintain the privacy of others; and
- e. should promote Surf Lifesaving in a positive way.

See SLSA's Social Media Policy.