



Sandringham Lifesaving Club

Code of Conduct

Updated: October 2025 | Review Due: October 2027

This Code of Conduct outlines the standards of behavior expected of all members, volunteers, staff, and participants involved with Sandringham Lifesaving Club (SLC). It aligns with Surf Life Saving Australia (SLSA) Member Protection Policy (30/06/2025) and reflects our commitment to safety, respect, inclusion, and professionalism.

1. Respect and Inclusion

All individuals must:

- Treat others with dignity, fairness, and empathy—regardless of age, gender, ability, background, or beliefs.
- Promote equal opportunity, social justice, and cultural safety.
- Refrain from bullying, harassment, discrimination, abuse, victimisation, or vilification in any form (in-person or online).

2. Professionalism and Safety

Members are expected to:

- Act ethically, responsibly, and with integrity.
- Follow all club and SLSA rules, policies, and procedures.
- Maintain a safe and nurturing environment, especially for children and young people (CYP).
- Hold valid accreditations and Working With Children Checks as required.
- Exercise a duty of care toward all participants.

3. Prohibited Conduct

The following behaviors are strictly prohibited:

- Abuse (physical, emotional, psychological, or sexual)
- Bullying
- Harassment
- Sexual misconduct
- Discrimination
- Victimisation
- Vilification

4. Digital and Social Media Conduct

Members must:

- Use digital platforms respectfully and responsibly.
- Avoid posting or sharing offensive, discriminatory, or harmful content.
- Protect others' privacy and refrain from cyberbullying or online harassment.

5. Confidentiality and Transparency

All individuals must:

- Respect and protect confidential information obtained through club activities.
- Disclose and responsibly manage any conflicts of interest.

- Be transparent in decision-making, especially in leadership roles.



6. Leadership and Role Modelling

Those in leadership, coaching, or supervisory roles must:

- Demonstrate exemplary conduct and professionalism.
- Be positive role models for junior members and peers.
- Support the development and wellbeing of others.

7. Relationships and Boundaries

All members must:

- Maintain appropriate boundaries in all club-related interactions.
- Refrain from intimate relationships with individuals over whom they hold authority.
- Under no circumstances engage in sexual behavior with or in the presence of CYP.

8. Alcohol, Tobacco, and Drug Use

While on duty or supervising CYP, members must not:

- Use, possess, or be under the influence of illegal drugs, alcohol, or psychoactive substances.
- Supply alcohol, tobacco, or vapes to CYP.
- Consume alcohol irresponsibly during club events. All consumption must comply with liquor licensing laws and responsible service guidelines.

9. Reporting and Accountability

- Concerns or breaches must be raised respectfully and reported via <http://complaints.sls.com.au>.
- Suspected criminal behavior must be reported to police and SLSA.
- Complaints will be handled confidentially, impartially, and in accordance with SLSA's Complaints Resolution Policy.
- Making false, vexatious, or malicious complaints is itself a breach of this Code.

10. Education and Compliance

- Members may be required to complete training relevant to their role and responsibilities.
- All members must acknowledge this Code upon joining or renewing membership.
- The Code will be reviewed bi-annually by the Committee.

Member Acknowledgement

I have read and understood the Sandringham Lifesaving Club Code of Conduct. I agree to uphold these standards and understand that breaches may result in disciplinary action.