

# ALTONA LIFE SAVING CLUB

## CODE OF CONDUCT

The Altona Life Saving Club (ALSC) provides an important community service with volunteer lifesavers, junior education through the Nippers and Youth program and also an avenue for competitive sport. Members will engage with a wide variety of people within the Club and across Life Saving Victoria, Community organisations and the general public. The behaviour of members at all times is a reflection of themselves and ALSC and members are expected to be courteous and polite and follow this code of conduct at all times.

1. Members will **Respect** the rights, dignity and worth of others regardless of gender, ability, age, cultural background or religion.
2. Members have a duty of care to utilise and maintain the environment, inclusive of facilities and equipment in accordance with terms of use.
3. Members will ensure they utilise the club rooms and all equipment appropriately, according to policies and procedures.
4. Members will follow all policies and procedures – if you see an issue own it, raise it and be part of the solution to getting it fixed.
5. Members will lead by example. Be a **Positive** and **Supportive** role model, present oneself in the **Spirit** and **Interest** of the club.
6. **Member Behaviour** and **Comments** should be empathetic, ethical, considerate, fair, courteous, honest, positive and supportive.
7. Members will not attend training, competitions or patrolling intoxicated or in any way impaired.
8. Members will not condone by either action or inaction of violence, verbal abuse, harassment, discrimination, victimisation or vilification in any form.
9. Members who have an issue or complaint, will respectfully follow the complaint process – do not perpetuate issues with gossip or deconstructive criticism. Children are encouraged to speak to a trusted adult for assistance.
10. Members will foster an environment for all fellow members to participate and allow all members to be a part of the considered solution not the problem.
11. Members will cultivate an inclusive model whereby all fellow members are engaged to support their individual growth needs whilst supporting the growth of the club.
12. Members will embrace diversity of all members with different cultures and abilities.
13. Members will respect leadership, knowing one day they may have the same opportunities.
14. Members must undertake appropriate screening and the mandatory notification obligations within the club eg: Working With Children's Check.
15. Members must maintain a non-bias approach to the facilitation and engagement of groups and remain impartial in decision making.
16. Members, when competing, will operate within the rules and spirit of the sport - playing by the rules is everyone's responsibility, deliberately distracting or provoking opponents is unacceptable.
17. Members will participate in club activities to grow their Skills, and recognise that Individual Ambition and winning, in the context of the Club's needs is only part of the fun.
18. Members must keep up to date with any qualifications required for their role.
19. Members must recognise the committee as custodians of the ALSC but, they too, will accept responsibility for their own actions and decisions.