

CODE OF CONDUCT

Member Conduct and Discipline

SLSA, LSV and Life Saving Clubs expect and requires from its competitors, officials and members generally, the highest standards of conduct and behaviour.

These expectations and requirements are reflected under the rules for competitors and members in the SLSA/LSV/Club constitutions, by-laws, Codes of Conduct, Member Protection Policy and Surf Sports Manual.

All members sign and agree to meeting SLSA and LSV values and code of conduct as part of their annual membership, these Values and Codes guide and govern the behaviours of all members.

LSV Values

- 1) Positive and respectful relationships (cultural and intergenerational).
- 2) Being open, welcoming and inclusive.
- 3) Personal development through a commitment to lifesaving.
- 4) Developing healthy lifestyles.
- 5) Taking personal responsibility for betterment.
- 6) Being relevant in today's and tomorrow's society.
- 7) Efficient and appropriate use of available resources.
- 8) Building stronger and safer communities.

SLS VALUES

It is critical within SLS in Australia that values drive behaviours and conduct. While the wording of stated values and behaviours may change depending on the relevant SLS Entity with which the Member is associated, there are some key principles that drive conduct and behaviour that are common across SLS.

INTEGRITY and RESPECT

Recognising the contribution that people make to SLS, treating them with dignity and consideration, as well as caring for the property and equipment they use. Fairness should be employed in decision-making out of respect to all.

TEAMWORK

Collaboration and working together to achieve outcomes and resolve issues. Supporting one another on and off the beach is essential.

FUN AND ENJOYMENT

SLS should be enjoyable for all those participating in it. Efforts should be recognised and rewarded so as to fuel the passion for everyone in SLS and have fun along the way.

EXCELLENCE

Surf Lifesavers strive for best practice in everything they do—seeking the highest of standards in order to achieve the best possible outcomes for themselves, their Club and SLS.

3.5.1 GENERAL CODE OF CONDUCT

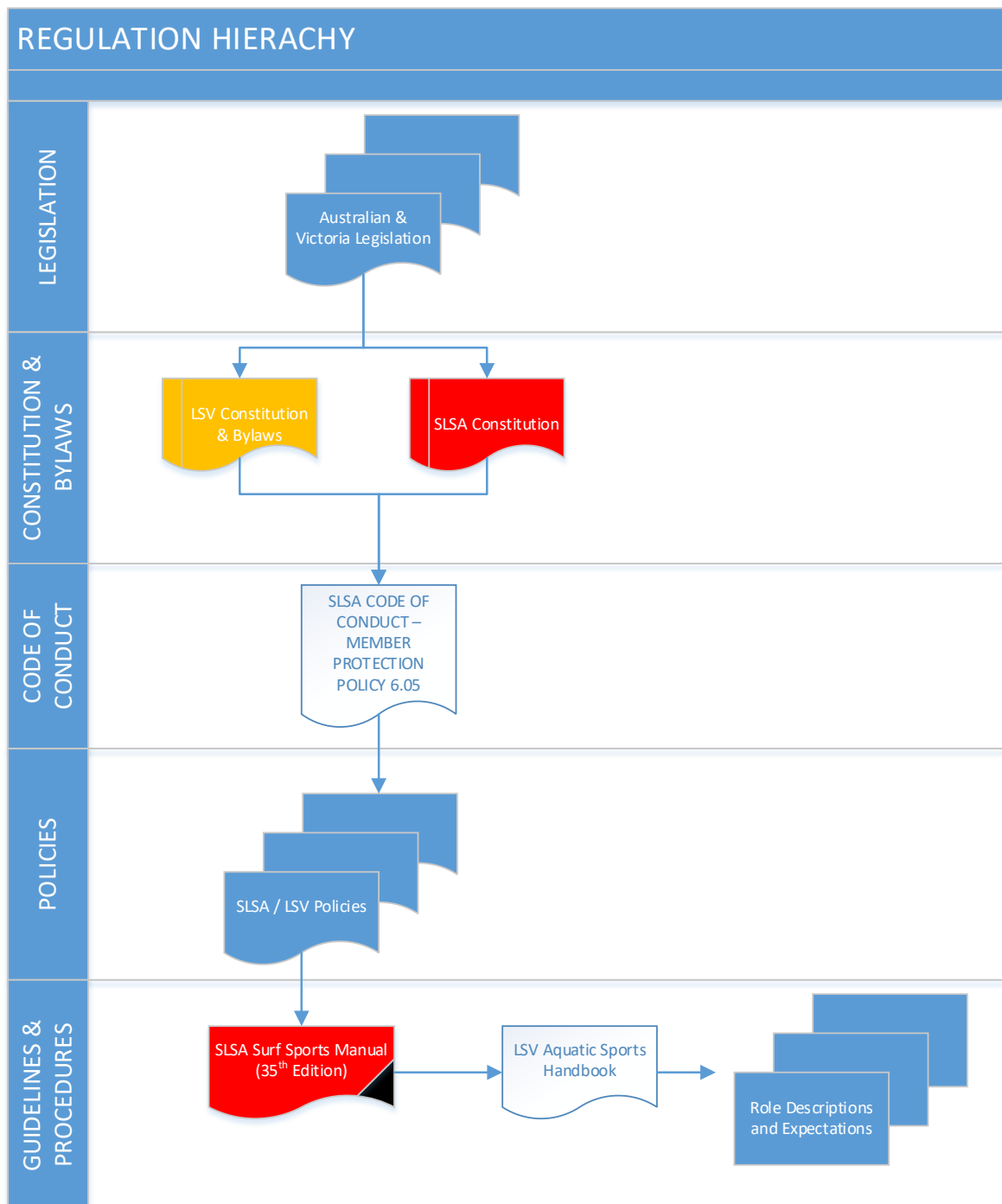
Members and all people involved in any way with SLS will:

- 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' standards, rules, policies and procedures and promote those standards, rules, policies and procedures to others
- e) operate within the rules and spirit of the sport, including the national and international guidelines that govern SLS
- f) understand the possible consequences of breaching the Codes and/or this Policy
- g) report any breaches of the Codes or this Policy to the appropriate PPA
- h) refrain from any form of Abuse, Harassment, Discrimination and Victimisation towards others
- i) raise concerns regarding decisions of PPA through the appropriate channels and in a timely manner
- j) provide a safe environment for the conduct of activities in accordance with any relevant SLSA policy
- k) show concern, empathy and caution towards others that may be sick or injured
- l) be a positive role model to all
- m) respect and protect confidential information obtained through SLS activities or services; whether individuals and/or organisational information
- n) maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to the role(s)
- o) ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development
- p) refrain from intimate relations with persons over whom you have a position of authority
- q) agree to abide by the Codes
- r) maintain a duty of care towards others
- s) be impartial and accept the responsibility for all actions taken.

Regulations - Protests, Appeals and/or Disciplinary Matters

In the conduct of competition, situations may occur that may give rise to protests, appeals and/or disciplinary matters.

This section diagram and overview to the interactions and references the guiding processes and information regarding Member Conduct and Discipline.

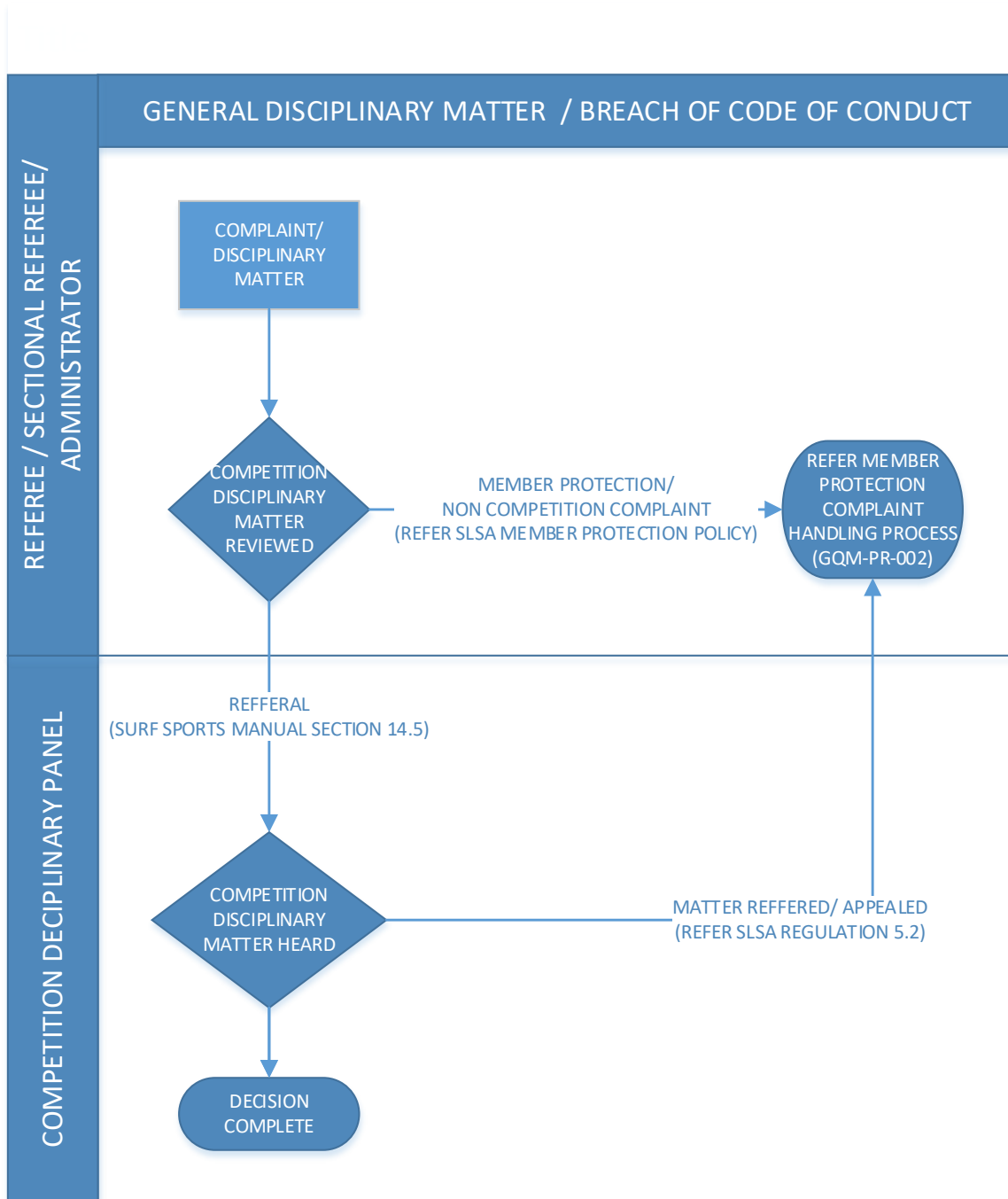


Document/Information	Reference
Australian & Victorian Legislations	Occupational Health & Safety Act 2004 Child Safe Standards Equal Opportunity Act 2010 Corporations Act 2001 Grooming Offence Bullying Offence Information Privacy Act 2000 Privacy Act 1988 (Cth) Children Youth & Families Act 2005 Crimes Amendment (Grooming) 2014 Crimes Amendment (Protection of Children) Act 2014 – failure to disclose
SLSA Constitution	SLSA Governance: https://sls.com.au/governance/
LSV Constitution	LSV Governance: Constitution
LSV Bylaws	LSV Governance: Bylaws
SLSA Member Protection Policy	SLSA Policy 6.05
Code of Conduct	Extract – SLSA Member Protection Policy 6.05
Surf Sports Manual	SLSA Surf Sports Manual (35th Edition)
LSV Aquatic Sport Handbook	Handbook
LSV Complaint Handling	LSV Complaints Handling Policy LSV Complaints Handling Process

Surf Sports Competition – Protest, Appeals & Discipline

The following diagram outlines the protocols for lodging protests, appeals and disciplinary matters during surf sports competition, as outlined in the Surf Sports Manual.

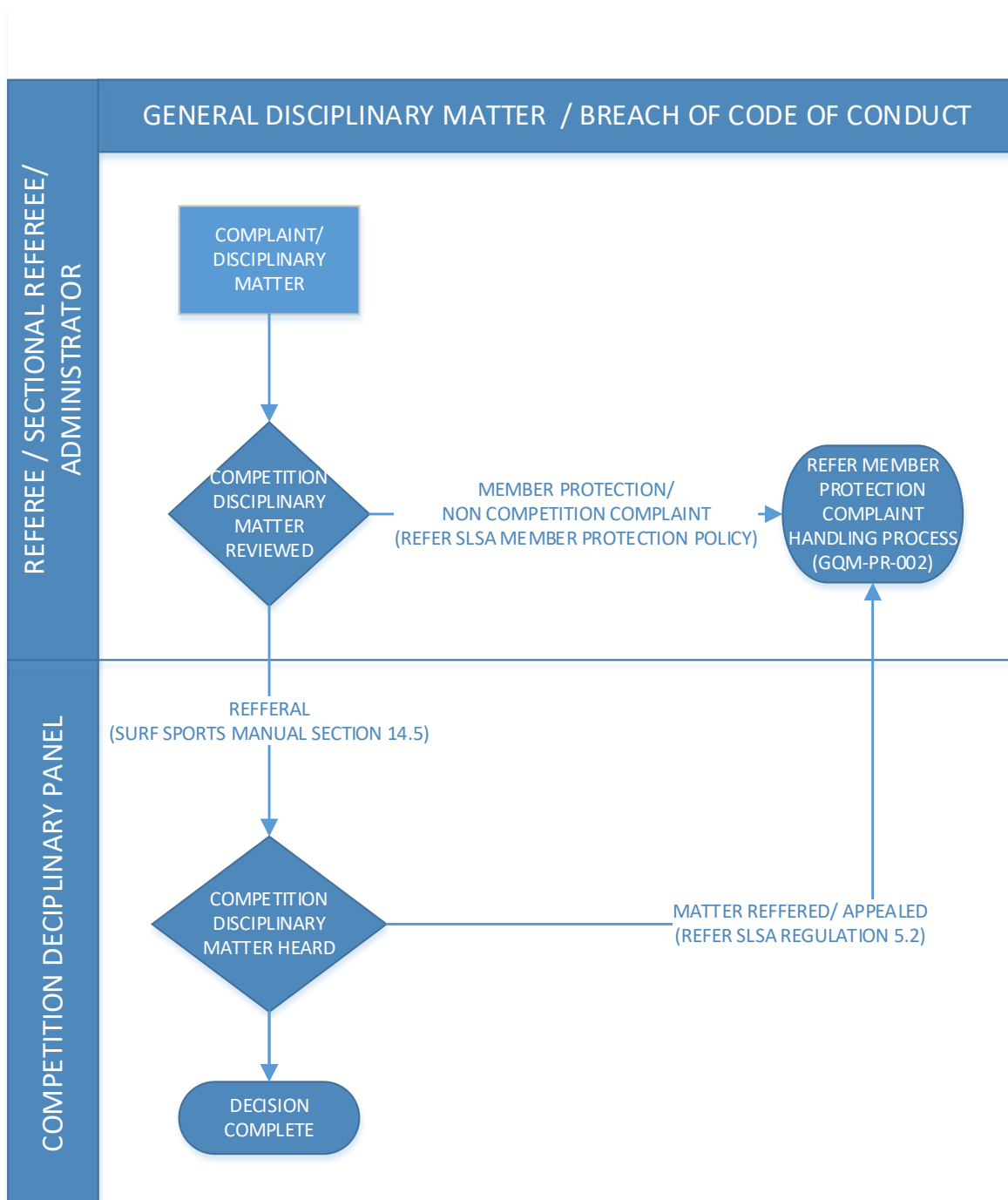
Competition Protest Process



Competition – Member Conduct, Disciplinary Matter and Breach of Code of Conduct

In the first instance, Members/Competitors are encouraged to raise any allegations of inappropriate conduct by fellow members/competitors with the relevant officials on the day so the matter can be addressed immediately.

Should the matter not be able to be dealt with on the day or is of a serious nature Case 1 or 2, then Members/Complaints may lodge a formal complaint, in accordance with the complaint handling process.



Member Protection – Complaints Handling Process

Protocols for lodging and/or referring general complaints outside competition, or serious Case 1 or 2 disciplinary matters, reports (safeguarding/child safe) and competition appeals is outlined in the SLSA Member Protection Policy, LSV Constitution and Bylaws.

The appropriate process for raising complaints is (in escalation order):

1. If appropriate, between the members themselves;
2. If appropriate, internally at the Club, through the Club Member Protection Officer;
3. Through the LSV Member Protection Office;

Member Protection

Member.protection@lsv.com.au

<https://forms.sls.com.au/reportComplaintForm/reportComplaintOptions>

Case Definition

Table A - Incident Categorisation

Case	Incident/Allegation Type	Initial Contact/Referral
Case 1	<ul style="list-style-type: none">All Child Abuse matters and allegations Sexual Misconduct or Serious Criminal ConductEscalation point for Case 2 IncidentsCase 1 Appeals	SLSA and/or State Centre
Case 2	<ul style="list-style-type: none">State-related complaints or inter-club matters not involving Child AbuseEscalation point for Case 3 Incidents	State Centre
Case 3	General complaints including bullying, harassment, dissatisfaction with decisions or interactions not involving Child Abuse	Club or Branch

Note – for Case 1 Incidents, SLSA or relevant State Centre may take Provisional Action