FINGAL BEACH SURF LIFE SAVING CLUB INCORPORATED

POL-08

MEMBER CODE OF CONDUCT POLICY

Policy type	Club Policy — adopted under Constitution Rule 25
Authority	Rule 25 of the Constitution; SLSA Member Code of Conduct (SLSA Policy 6.05 Member Protection, clause 6.3, binding on all members under SLSA Constitution clause 39); SLSA Policy 6.04 Child Safe (Child Safe Code of Conduct); Children's Guardian Act 2019 (NSW)
Applies to	All members of Fingal Beach SLSC, including all Directors, appointed officers, volunteers, and persons acting on behalf of the Club. Parents and guardians of junior members are expected to observe Part B.
Relationship to SLSA Code	The SLSA Member Code of Conduct is binding on all members by virtue of SLSA membership. This policy supplements that code with Club-specific expectations. In the event of any inconsistency, the SLSA Code prevails.
Related documents	BL-04 Director Portfolios & Duties; BL-25 Alcohol & Licensed Premises; POL-03 Social Media Policy; POL-04 Photography & Images Policy; POL-07 Whistleblower Policy; SD-21 Child Safe Commitment Statement; SLSA Member Code of Conduct (Policy 6.05 clause 6.3); SLSA Policy 6.04 Child Safe; SLSA Policy 6.04A Child Safe Commitment; Children's Guardian Act 2019 (NSW)
Enforcement	Breaches of this policy may be dealt with under Constitution Rule 12 and SLSA Policy 6.06. The Board may take action up to and including termination of membership.
Responsible Director	Director of Member Services
Version	5.0 — 4 August 2026 — ADOPTED by resolution of the Board on 4 August 2026 under Constitution Rule 25. Cover block completed with the adoption and effective dates; status changed from board-ready draft to adopted. No change to the text of the Policy. Supersedes v4. From this version the file is named without a version suffix — the version is recorded here and in the header. Prior note: 4.0 — July 2026 — audit pass: content verified clean (BL-01 clause 3.11.2 parents/guardians = members confirmed); Part A section headings set to house UPPER CASE for suite consistency; cover meta table anchored. No substantive change. Supersedes v3.
Adopted by Board	4 August 2026 — by resolution of the Board under Constitution Rule 25
Effective date	4 August 2026 — the date of adoption.
Review date	Annually — within 28 days of the first Board meeting after each AGM

About this code

Every member of Fingal Beach SLSC is already bound by the SLSA Member Code of Conduct as a condition of SLSA membership. This policy does not restate that code — it adds the Club's specific expectations for behaviour at Club activities, on Club premises, and when representing the Club.

The SLSA Member Code of Conduct is set out in SLSA Policy 6.05 Member Protection (clause 6.3) and is available via SLS Hub. Every member is responsible for reading and understanding it.

If you are unsure whether conduct is appropriate, ask yourself: would I be comfortable if the Club President, a child's parent, or a member of the public could see what I am doing? If not, don't do it.

PART A — ALL MEMBERS

1. GENERAL CONDUCT

1.1 Every member must treat all other members, volunteers, officials, lifeguards, members of the public, and anyone else encountered in connection with Club activities with respect, courtesy, and dignity, regardless of their age, gender, background, ability, or role.

1.2 Members must not engage in bullying, harassment, intimidation, discrimination, or victimisation of any kind. This applies in person, by phone, and online.

1.3 Members must not use language or engage in conduct that is offensive, threatening, abusive, or likely to bring the Club or the SLS movement into disrepute.

1.4 Members must comply with all decisions and directions of the Patrol Captain during patrol hours, consistent with the HSLS Patrol Operations Manual and SLSNSW Standard Operating Procedures. Disputes about patrol decisions must be raised after the patrol, not during it.

1.5 Members must wear the correct Club uniform when on patrol, at official Club events, and when representing the Club at SLSNSW and SLSA activities, consistent with SLSA Policy 1.05 Patrol Uniforms.

2. CLUB PREMISES AND EQUIPMENT

2.1 Members must treat Club premises, equipment, and facilities with care. Members must report damage or defects to the relevant Director or Gear Steward promptly.

2.2 Members must not use Club equipment for personal or non-Club purposes without prior authorisation from the relevant Director.

2.3 Members must not access areas of Club premises that are restricted under BL-30 FOB Access Control without authorisation.

2.4 Members must not bring alcohol onto Club premises except as part of a Board-approved function conducted in the licensed area under BL-25. Personal consumption of alcohol is not permitted in the clubhouse outside licensed functions.

2.5 Members must not be intoxicated on Club premises or at Club activities. A Patrol Captain or Director may direct an intoxicated member to leave the premises or cease participating in an activity.

3. SOCIAL MEDIA AND PUBLIC COMMUNICATIONS

3.1 Members must comply with POL-03 Social Media Policy at all times when posting about the Club, other members, or Club activities.

3.2 Members must not post images or recordings of other members, children, or Club activities without complying with POL-04 Photography & Images Policy.

3.3 Members must not make public statements, give media interviews, or otherwise represent themselves as speaking on behalf of the Club without authorisation from the President or Director of Administration.

4. CONFLICTS OF INTEREST AND INTEGRITY

4.1 Members holding any Club role must disclose actual or perceived conflicts of interest in accordance with BL-08 and Constitution Rules 21.6–21.8.

4.2 Members must not use their role or position within the Club for personal gain or to benefit any person or organisation in which they have a personal interest.

4.3 Members must not engage in fraud, corruption, theft, or any other conduct in breach of SLSA Policy 6.27 Anti-corruption and Fraud. Suspected fraud or corruption must be reported under POL-07 Whistleblower Policy.

5. CHILDREN AND YOUNG PEOPLE

5.1 Every member must comply with the SLSA Child Safe Code of Conduct at all times when working with, supervising, or in contact with children and young people in connection with Club activities.

5.2 Members must not be alone with a child in circumstances where they are not visible to others, consistent with the SLSA Child Safe Policy.

5.3 Members must report any concern about the safety or wellbeing of a child to the Child Safe Coordinator, MPIO (Member Protection Information Officer), or Director of Member Services immediately, and may also report directly through the SLSA child-safety Reporting System at reporting.sls.com.au. Where a child is at immediate risk of harm, the member must contact Police (000). Members must not investigate child safety concerns themselves. Nothing in this policy prevents or delays a member from making any report they are required or entitled to make to Police, the NSW Office of the Children's Guardian, or any other authority.

5.4 Members must hold a current Working With Children Check before undertaking any child-related role as required by BL-06 and the Child Protection (Working with Children) Act 2012 (NSW).

PART B — PARENTS AND GUARDIANS OF JUNIOR MEMBERS

Parents and guardians of junior members (Nippers) are Club members under BL-01 clause 3.11.2 and must comply with the following requirements when attending Club activities. Breaches may be dealt with under Constitution Rule 12 and SLSA Policy 6.06.

6.1 Parents and guardians must treat Club volunteers, Age Managers, Water Safety Personnel, and officials with respect. Verbal abuse or aggressive behaviour toward Club volunteers will not be tolerated.

6.2 Parents and guardians must comply with the directions of Age Managers, the Water Safety Supervisor, and Patrol Captains during nippers sessions.

6.3 Parents and guardians must ensure their child arrives on time, is appropriately attired, and is collected promptly at the end of each session.

6.4 Parents and guardians must not enter the water at nippers sessions except as part of the authorised Water Safety team.

6.5 Parents and guardians must report any concerns about their child's safety or wellbeing to an Age Manager or the Director of Junior Activities, not directly to another child or another child's parents.

PART C — COMPETITION AND CARNIVAL CONDUCT

7.1 Members representing Fingal Beach SLSC at carnivals and competitions must conduct themselves in a manner that reflects positively on the Club and the SLS movement.

7.2 Members must comply with SLSA Surf Sports Manual rules and any directions of carnival officials. Disputes about official decisions must be raised through the official protest process, not by confronting officials directly.

7.3 Members must not engage in conduct that could constitute competition manipulation in breach of SLSA Policy 5.11.

7.4 Members travelling with Club teams must comply with any touring team conduct requirements specified by the Team Manager and Director of Surf Sports.

PART D — ACKNOWLEDGEMENT

All members acknowledge this Code of Conduct when renewing their annual SLSA membership through SLS Hub. Directors and appointed officers must additionally acknowledge this Code as part of the annual conflict of interest declaration process (SD-08A).

Complaints and enforcement

A member who believes this Code has been breached may raise a concern with the MPIO (for information about options) or make a complaint through the SLSA complaints portal at complaints.sls.com.au under SLSA Policy 6.06.

The Board may also initiate action under Constitution Rule 12 where conduct warrants it.

Retaliation against a member for raising a genuine concern under this Code is itself a breach of this Code and of POL-07 Whistleblower Policy.