

South Brighton Surf Life Saving Club

Member Conduct Policy
v.2 (December 2023)



Member Conduct Statement:

South Brighton SLSC Code of Conduct:

This code of conduct establishes a set of guidelines and expectations for the behaviour and actions of members of the South Brighton Surf Lifesaving Club (SBSLSC) and those that visit and use our facilities.

This Code of Conduct outlines the expected behaviour and values that all members, volunteers, and participants associated with SBSLSC are expected to adhere to. It is designed to ensure a safe, respectful, and inclusive environment for all.

Visitors and family members who accompany club members to club events or activities are expected to uphold the values and expectations outlined in this Code of Conduct. While not formal members or participants, their conduct should contribute to a safe and respectful environment for all.

The Code of Conduct

1. Respect for All:

All members shall treat others with respect, fairness, and dignity, regardless of age, gender, race, nationality, sexual orientation, disability, or any other individual differences.

2. Safety First:

Safety is paramount. Members should prioritise safety above all else. Follow all club rules, safety guidelines, and the instructions of club officials at all times. Report any safety concerns promptly.

3. Sportsmanship:

Good sportsmanship and fair play are essential. Members should compete with integrity and exhibit respect for teammates, opponents, and officials. Cheating, unsportsmanlike conduct, or bullying will not be tolerated.

4. Responsible Behaviour:

Members are expected to behave responsibly and represent the club positively both on and off the beach. Members are expected to behave responsibly, which includes, but is not limited to, the following:

- Refraining from inappropriate language, aggressive behaviour, and alcohol/drug abuse during club activities.
- Proper use of club equipment and machinery according to established procedures and safety guidelines.
- Adherence to safety protocols in all club activities.
- Reporting any equipment malfunctions or safety concerns promptly to club officials.
- Refraining from any actions that may endanger oneself or others while using equipment or machinery.

5. Inclusivity:

Our club is open to all. Discrimination, harassment, or exclusion based on any individual differences is unacceptable. We promote a culture of inclusivity and diversity.

6. Confidentiality:

Respect the privacy of club members and protect their personal information. Do not share sensitive or confidential information without permission.

7. Environment:

Protect the natural environment and beach areas where we operate. Dispose of waste properly and participate in club-sponsored environmental initiatives.

8. Leadership:

Club leaders, including coaches, officials, and committee members, are expected to set a positive example, uphold the code of conduct, and promote the values of the club.

9. Conflict Resolution:

If conflicts or disputes arise, members should address them in a respectful and constructive manner. Follow the club's established procedures for conflict resolution.

10. Compliance:

All members are required to comply with this code of conduct. Failure to do so may result in disciplinary action, which can include suspension or expulsion from the club.

11. Communication:**Respectful Communication:**

Members are expected to communicate with one another, club officials, coaches, and volunteers in a respectful and courteous manner. Avoid offensive, disrespectful, or inappropriate language and behaviour in all forms of communication, including in-person, written, and digital interactions.

Transparency:

The club encourages open and transparent communication among its members. Members should share information and updates related to club activities, events, and issues of mutual interest.

Feedback and Suggestions:

Members are encouraged to provide constructive feedback and suggestions to club leadership for the improvement of club activities, safety, and overall operations. Feedback should be provided in a respectful and productive manner.

Complaints and Reporting:

If members have concerns or complaints related to the club's activities, conduct, or safety, they should use established channels for reporting and resolving such issues. All complaints will be handled confidentially and with due diligence.

Social Media and Online Communication:

When representing the club on social media or in online forums, members should uphold the club's values and standards, respecting the privacy and reputation of other members and refraining from harmful or defamatory posts.

Official Club Communication:

Members have personal responsibility to be expected stay informed by regularly checking club communications, such as emails, newsletters, and announcements, for important updates, event schedules, and safety guidelines. This includes personal responsibility to using communication tools used by the club to provide information about entering events, attending events and supporting events.

Responsibility for Information:

Members are responsible for the accuracy and timeliness of information they share, especially if it pertains to club activities, safety, or emergency procedures.

12. Responsible Use of Inflatable Rescue Boats (IRBs):**IRB Operation and Safety:**

Only individuals who are authorised and trained by the club are allowed to operate IRBs. All boat operators must hold any required licenses or certifications for boat operation as per **Surf Lifesaving New Zealand regulations** - without exception as these are for safety of all individuals including the public.

Operators must follow all safety guidelines and rules for boat operation as set by the club (and Surf Life Saving New Zealand and Maritime New Zealand (see below), including the proper use of life jackets, helmets, safety equipment, communication equipment, and safety checks.

Maintenance and Inspections:

All IRBs must undergo regular maintenance and inspections to ensure they are in safe and working condition. Operators and club officials should promptly report any mechanical issues, damage, or safety concerns related to the boats.

Emergency Procedures:

Boat operators should be familiar with and trained in emergency procedures, including rescue operations, first aid, and how to handle adverse weather conditions.

In case of an emergency, boat operators should prioritise the safety and well-being of individuals in need of assistance.

Alcohol and Substance Use:

Boat operators are strictly prohibited from consuming alcohol or using substances that may impair their judgment or coordination while using an IRB

Environmental Responsibility:

Boat operators must adhere to environmental protection guidelines when operating in natural waters, such as avoiding harm to marine life and maintaining cleanliness.

Compliance with Laws and Regulations:

Boat operators should comply with all maritime New Zealand laws and regulations governing motorised watercraft operation.

Accountability:

Failure to follow the responsible use of IRB may result in disciplinary actions as outlined in this Code of Conduct, which can include suspension or expulsion from the club.

13. Dispute Resolution:

The goal of the dispute resolution process is to achieve a fair and equitable solution while maintaining the principles outlined in this Code of Conduct. All parties involved are expected to participate in the process in good faith, and confidentiality should be maintained throughout the resolution process.

In the event of conflicts or disputes arising within the SBSLSC, the following procedures shall be followed:

Informal Resolution:

Whenever possible, members involved in a dispute should attempt to resolve the issue informally. This can involve open communication, discussion, and finding common ground.

Mediation:

If informal resolution is not successful, members may request mediation by a neutral third party. Mediation is a voluntary and confidential process that encourages open communication and the identification of mutually agreeable solutions.

Club Leadership Involvement:

If the dispute remains unresolved, it should be brought to the attention of club leadership (e.g., club president or committee members). Club leadership will conduct a thorough review of the matter, involving all parties, to reach a resolution.

Final Appeal:

If parties involved in the dispute remain unsatisfied with the resolution determined by club leadership, a final appeal may be considered within the club, including a review by an independent committee or third party, if necessary.

14. Consequences:

South Brighton Surf Lifesaving Club is committed to upholding the values and standards outlined in this Code of Conduct. Failure to comply with these rules may result in disciplinary actions, which can include, but are not limited to:

Verbal Warning: For minor infractions or as a first step, a verbal warning may be issued by a club official or coach. The member will be reminded of the code of conduct and encouraged to rectify their behaviour.

Written Warning: If the issue persists or if the violation is more serious, a written warning may be issued. The member will receive written notice of the violation and may be required to meet with club leadership to discuss the matter.

Suspension: In cases of continued non-compliance or significant misconduct, a member may be suspended from club activities for a specified period. During the suspension, the member will not be permitted to participate in club events, training, or competitions.

Expulsion: In extreme cases of repeated or severe violations, the member may be expelled from the Club. Expulsion results in the immediate termination of club membership, and the individual will no longer be allowed to represent the club in any capacity.

The severity of the consequences will be determined by the nature and gravity of the violation, as well as any prior incidents of non-compliance. The club's leadership will handle disciplinary actions in a fair and consistent manner, with the goal of maintaining a safe and inclusive environment for all members.

Members are encouraged to report any violations of the code of conduct they witness to club officials. All reports will be handled confidentially and with due diligence.