

North Burleigh SLSC – Code of Conduct & Behavioural Action Plan

At North Burleigh Surf Life Saving Club, all members are expected to uphold the PRIDE Values of **Participation, Respect, Inclusiveness, Development, Enthusiasm**, as well as aligning with the Surf Life Saving Queensland values of respect, integrity, inclusivity, and safety at all times.

This Code of Conduct applies to all members—regardless of role, age, or level of involvement—and is aligned with the expectations set by our governing bodies: Surf Life Saving Queensland and Surf Life Saving Australia.

All new and renewing members of North Burleigh SLSC agree to abide by the Club's Code of Conduct and acknowledge there are clear expectations and consequences for any breach, as outlined in this policy

Expected Behaviours

This Code outlines the standard of behaviour expected of all individuals involved with North Burleigh SLSC, including interactions between members, volunteers, staff, and the broader surf lifesaving community.

Members and individuals involved with North Burleigh SLSC are expected to:

1. Respect the rights, dignity and worth of others—treat others as you would like to be treated yourself;
2. Be ethical, considerate, fair, courteous, and honest in all dealings with other people and organisations;
3. Be professional in, and accept responsibility for your actions;
4. Be aware of and follow—at all times—SLS rules, regulations, policies and procedures and promote those laws, standards, rules, policies and procedures to others;
5. Raise concerns arising under this Policy through the appropriate channels and report any breaches of the Code or this Policy, in line with the Complaint Resolution Policy via <http://complaints.sls.com.au/> ;
6. Refrain from any form of Bullying, Abuse, Harassment, Discrimination and Victimisation towards others;
7. Provide a safe environment for the conduct of activities in accordance with any relevant SLSA policy;
8. Ensure SLS is an inclusive organisation that is open to all who wish to participate regardless of age, gender, disability, cultural and linguistic background, or sexual orientation;
9. Provide a safe and nurturing environment for all participating in SLS by actively promoting the principles of equal opportunity, social justice, and cultural safety so that all individuals are treated with respect and dignity;

10. Show concern, empathy and caution towards others that may be sick or injured;
11. Strive to be a positive role model to all;
12. Respect and protect confidential information obtained through SLS activities or services; whether individuals and/or organisational information;
13. Maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to the role(s);
14. Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development;
15. Refrain from intimate relations with persons over whom you have a position of authority;
16. Maintain a duty of care towards others; and
17. Be impartial and accept responsibility for all actions taken.

Behavioural Action Plan

To maintain a safe, welcoming, and professional environment, North Burleigh SLSC will implement the following strike-based action plan when breaches of the Code of Conduct occur or are reported in writing to the Director of Administration (secretary@northburleighslsc.com.au) and in consultation with the Member Services Committee. If a breach has been identified, the following Strike system will be followed:

Strike 1 – Formal Warning

- The member will receive a verbal and written warning from the Club President or nominated representative.
- The behaviour will be documented and filed confidentially.
- The member may be asked to attend a meeting or complete an awareness session (e.g., anti-bullying, inclusion, grievance consultation).
- A clear explanation of expected behaviour and potential consequences for further breaches will be provided.
- Parent/guardian (for U18s) or relevant portfolio Director will be notified.
- If significant enough breach, there may be a Strike 1, 2 & 3 implemented all at this phase. This will be determined by the Member Services Committee and/or the Board of Management

Strike 2 – Behavioural Agreement & Probation

- The member will enter a formal Behavioural Agreement outlining required conduct moving forward.
- The member will be placed on a probationary period as determined by the Member Services Committee (length dependent on severity of breach).
- They may be suspended from certain roles, responsibilities, club events, or privileges during this period, or terminated, as determined by the Member Services Committee and/or Board of Management.
- Additional education or volunteer service may be requested.
- Parent/guardian (for U18s) or relevant portfolio Director will be notified.
- If significant enough breach, there may be a Strike 1, 2 & 3 implemented all at this phase. This will be determined by the Member Services Committee and/or the Board of Management.

Strike 3 – Disciplinary Action, Suspension or Termination of Membership

- The member may be subject to disciplinary proceedings as outlined in the Club Constitution, and SLSQ and SLSC policies.
- Possible outcomes include:
 - Suspension from club activities
 - Removal from team lists, training, club events, and/or committees
 - Revocation of specific member privileges
 - Termination of membership (for serious or repeated breaches).

Final Notes

- All strikes are recorded and reviewed by the Member Services Committee, and Club Executive Committee in consultation with the relevant portfolio Director.
- Members have the right to respond to any strike issued and may appeal via the club's grievance process, and the Member Services Committee.
- The aim of this system is education and improvement—not punishment.

This Code of Conduct operates in accordance with the North Burleigh Surf Life Saving Club Constitution. All disciplinary actions, including suspension or termination of membership, will be undertaken in line with the Constitution's procedures and member rights.

The full Constitution is available on the North Burleigh SLSC Club website.