

# FISH HOEK SURF LIFE-SAVING CLUB

## CODE OF CONDUCT

The purpose of this Code of Conduct is to establish a disciplined and structured environment conducive to the use of the facilities and opportunities offered by the FHSLC for its members to exercise their sport and the Club facilities in terms of the Constitution.

### Rights and Responsibilities:

In addition to any other rights and responsibilities as specified in the Constitution, all members shall enjoy the following rights and responsibilities:

- Participation in competitions as representatives of the Club.
- Participation in social and other activities of the Club
- Use of clubhouse facilities and craft
- Access to and representation on club committees

### Expectations:

All members are expected to:

1. be mature and responsible in the manner in which they conduct themselves and exercise their rights to participate in club activities and utilise the facilities and opportunities offered by the Club.
2. adhere to Club Rules and Regulations in respect of club house facilities, craft and equipment, competition and beach activities.
3. adhere to all rules of the sport as set out by SA Life Saving.
4. generally not behave in any manner which may bring the Club or the sport of life saving into disrepute.

### Misconduct:

Failure to abide by Club Rules and Regulations governing the sport of life saving or infringing the rights of others constitutes misconduct.

### Due process:

In all cases of misconduct, members will be subject to discipline by the Committee. For the purposes of exercising such discipline, the Committee may approve the appointment of a Peer Review Committee and/or conduct a formal disciplinary process. The composition and duties of a Peer Review Committee are specified below. Members may appeal to the Club Committee promptly against perceived unfair punishment by the Peer Review Committee. Such an appeal must be lodged within 48 hours of the hearing by the Peer Review Committee.

### Peer Review Committee:

1. This committee shall comprise of:
  - a. The club captain and vice-captain.
  - b. The junior club captain.
  - c. The relevant team manager.
  - d. The relevant squad leader.
  - e. An appointee of the Club Committee who shall be a person of appropriate life saving experience.



2. The Peer Review Committee will have the following rights and duties to:
- investigate all incidences of misconduct.
  - exercise discipline in terms of levels 1 and 2 offences.
  - refer level 3 offences to the Club Committee.

### Penalties for misconduct

Penalties for misconduct range from verbal warnings and extra duties to suspension and suspension pending a decision on expulsion. All punishment must be seen to be fair, reasonable and consistent. Misconduct can be categorised as follows:

#### Level 1 offences:

These are minor misdemeanours which would incur the following punishments:

- cleaning and tidying the boatshed and/or club house
- extra life saving duties not exceeding one day.
- any other duties e.g. craft repairs, duties at life saving events, training of juniors or similar for a time not exceeding one day.

#### Level 2 offences:

These are more serious offences which would incur the following punishments:

- duties as specified in level 1 above for a period of a full week-end
- payment for any damages

#### Level 3 offences:

These are very serious offences which would be referred to the full Club Committee and which would incur the following punishments:

- suspension
- expulsion
- payment for any damages
- suspension followed by a prolonged period of extra duties such as assisting with training, craft repairs, maintenance etc.



## Examples of offences:

Offence	Level 1	Level 2	Level 3
Club house, craft and equipment	<ul style="list-style-type: none"> <li>• abuse of craft</li> <li>• not storing craft</li> <li>• leaving personal effects and clothing lying around</li> <li>• littering – breaking glasses,</li> <li>• interfering with electronic equipment</li> <li>• water wastage in showers</li> </ul>	<ul style="list-style-type: none"> <li>• Deliberate or constantly and repeatedly committing level 1 offences after due warning</li> <li>• Loud unbecoming behaviour including swearing, bullying and fighting especially in front of nippers or in the presence of visitors</li> <li>• Deliberate or constantly ignoring reasonable requests or instructions re clubhouse and craft duties</li> </ul>	<ul style="list-style-type: none"> <li>• Deliberate destruction of property and equipment or craft</li> <li>• Theft of craft or equipment</li> <li>• Use of another member's craft without permission and which results in loss or damage</li> </ul>
Training and competition	<ul style="list-style-type: none"> <li>• Being consistently late</li> <li>• failing to train without excuse or apology</li> <li>• Refusing to comply with reasonable instructions from leaders(captain, squad leaders, managers etc)</li> <li>• Failure to learn the rules</li> <li>• Being disruptive during training</li> </ul>	<ul style="list-style-type: none"> <li>• cheating and/or consistently not complying with the rules</li> <li>• displaying unsportsman-like behaviour, particular on the beach in public</li> <li>• verbal abuse of teammates and competitors</li> <li>• consistently committing level 1 offences</li> </ul>	<ul style="list-style-type: none"> <li>• abusing judges</li> <li>• fighting</li> <li>• excessively bad behaviour which brings the Club into disrepute or results in disqualification and suspension from the competition.</li> </ul>

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<p>Personal conduct</p>	<ul style="list-style-type: none"> <li>• arriving late</li> <li>• unnecessary swearing and loss of temper</li> <li>• being unco-operative or disruptive</li> <li>• not adhering to agreed dress codes</li> <li>• setting bad example to others, especially juniors</li> </ul>	<ul style="list-style-type: none"> <li>• Consistently committing the same or similar level 1 offences, ignoring warnings and making not attempt to change</li> <li>• Alcohol abuse</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• vandalism</li> <li>• threat or use of weapons</li> <li>• threatening or disrespectful behaviour</li> <li>• endangering safety of others</li> <li>• drug abuse</li> <li>• theft, fraud of falsely identifying yourself</li> <li>• immoral behaviour</li> <li>• conviction of a criminal offence</li> <li>• transmission , possession or display of pornography.</li> </ul>

*Mal Red*

GRAYE WEEKS  
24/4/14

*Ally*  
Jeanne Topliss  
24/04/14

*Mal Red*