

# MMLSC Code of Conduct 2025/26

## Member's Code of Conduct

### Message from our President

The Mount Martha Life Saving Club (MMLSC) Code of Conduct is one of the ways we put our principles into practice. Our Code is an important statement about who we are as an organisation. It sets out the standards of behaviour we expect of all members.

If you have a question about our Code or are concerned about a breach, please speak up. You can reach out to the President ([president@mmlsc.com.au](mailto:president@mmlsc.com.au)) or the People & Culture Manager([peopleandculture@mmlsc.com.au](mailto:peopleandculture@mmlsc.com.au)) or another member of the Board of Directors.

Ultimately, we are all leaders when it comes to the Code. Each of us should aspire to be the example others look towards. This requires action from everyone. It starts with understanding the Code and actively demonstrate our club's principles and values.

### Scope of our Code of Conduct

Our Code applies to all of us at the Mount Martha Life Saving Club, including the Board of Directors, Ordinary Committee Members, and all other members (including active and social members).

Our Code applies to all activities associated with the Mount Martha Life Saving Club, including Nippers, Seniors, Masters, Icebergers, Surf Sports, and our club social calendar.

Our Code states basic expectations but does not cover every situation that may be encountered while participating at Mount Martha Life Saving Club. In the absence of a specific direction, we have a responsibility to act in good faith, practice good judgment, comply with the spirit of the Code and to seek assistance where required.

### Our Code

#### Respect & Inclusion

- Treat others with dignity and respect to foster an inclusive and welcoming environment
- Ensure your conduct is free from abuse, harassment, discrimination, vilification or victimisation
- Strive to create a harmonious and safe environment that respects and encourages diversity and inclusion



**MOUNT MARTHA**  
Life Saving Club

#### Integrity & Ethics

- Act ethically, honestly and with high standards of integrity
- Respect and safeguard member and club privacy and confidentiality
- Ensure we do not use or attempt to use our position within the club to obtain improper personal benefits
- Manage conflicts of interest to ensure the best interests of members and the Club are upheld, including by ensuring the identification, record and report of actual or perceived conflicts in a timely manner.

#### Responsibility & Professionalism

- Maintain required qualifications and competencies for your role, including maintaining appropriate levels of training and accreditation

#### Safety & Wellbeing

- Behave in a safe and responsible manner with due care and diligence
- Avoid intimate relationships with anyone over whom you have a position of authority and always maintain appropriate professional boundaries
- Ensure your physical contact with others is appropriate and respectful having regard to the situation
- Prioritise the safety and wellbeing of all members to foster a secure and supportive environment

#### Club reputation & accountability

- Act in the best interests of our members and protect the interests and reputation of the club
- Avoid any behaviour or conduct that brings the club into disrepute
- Comply with all relevant rules and Bylaws established or followed by Life Saving Victoria
- Operate within the rules and spirit of surf lifesaving and our club's values
- Address any concerns regarding management decisions through proper channels, and in a respectful and timely manner
- Report any breaches of our Code or Policies to the club President, People & Culture Manager or member of the Board of Directors.