



SWIMMING MEMBERS - CODE OF CONDUCT

Bondi Icebergs Club Limited (ABN 22 263 683 268)

1 INTRODUCTION

- (a) This Code of Conduct sets out the standard all Swimming Members (you) of Bondi Icebergs Club Limited (Club) must comply with when dealing with each other, stakeholders, the Club and the broader community.
- (b) This Code of Conduct applies to you whilst at the Club, at any official event held by the Club or any other event attended by you in your capacity as a member of the Club.

2 UNDERLYING VALUES

- (a) As the home of winter swimming, the Club aims to be the best and most iconic club in Australia. Through swimming, the Club seeks to bring people together and enrich the community.
- (b) The Club values:
 - (i) excellence:
 - (A) striving to improve at all levels of Club operations;
 - (B) setting clear goals to improve; and
 - (C) inspiring the highest standards in ourselves and others;
 - (ii) teamwork:
 - (A) working to achieve common goals;
 - (B) displaying a commitment to honesty and trust; and
 - (C) respecting everyone's contribution;
 - (iii) inclusivity:
 - (A) making everyone feel welcome;
 - (B) promoting camaraderie and mateship;
 - (C) encourage new participants and members;
 - (D) promoting equal opportunity; and
 - (E) respecting diversity in culture, gender, disability, and social background;
 - (iv) tradition and heritage:
 - (A) respecting the Club's tradition and heritage; and
 - (B) promoting the Club's history.

3 STANDARD OF CONDUCT

You must, both in and out of the water:

- (a) act with honesty and integrity;
- (b) act in good faith (honestly, for the proper purpose, and without exceeding your powers) in the interest of the Club;
- (c) act in a sportsmanlike manner;
- (d) treat others with respect, fairness and equality;
- (e) undertake your role and any activities with the Club with reasonable care and due diligence;
- (f) be open and accountable to the public and to the Club for your actions and the manner in which you carry out any activity connected with the Club;
- (g) not do anything which compromises or which is likely to compromise the integrity of the Club;
- (h) not engage in any conduct that:
 - (i) does, or could, damage the reputation of the Club;
 - (ii) is unseemly, or involves bad language;
 - (iii) is of a discriminatory, bullying or harassment nature including physical, psy-

- chological or verbal abuse; or
- (iv) otherwise interferes with or compromises the safety, comfort or wellbeing of other members or the public;
- (i) not make any allegations about the Club in a public forum which are derogatory (unless true and in the public interest) or improper.

4 CONFLICTS OF INTEREST

- (a) A conflict of interest:
 - (i) occurs when an individual's private interest improperly interferes with the interest of the Club; and
 - (ii) can arise when you take actions or have private interests that make it difficult to perform your role with the Club objectively and effectively.
- (b) You must:
 - (i) identify and disclose to the Club in writing any conflict of interest (actual or perceived) as soon as you become aware of the conflict, including the receipt or offer of gifts;
 - (ii) comply with all directions, policies and requirements of the Club relating to the management of conflicts of interests;
 - (iii) not use or attempt to use your position at the Club to obtain any personal benefit; and
 - (iv) not seek or solicit any gifts or other benefits for personal or individual use through your association with the Club.

5 ALCOHOL AND ILLICIT SUBSTANCES

- (a) You must not engage in the taking or distribution of illicit substances or prohibited or performance enhancing drugs.
- (b) Any alcohol consumed during, or when travelling to or from, an event or activity run by or in connection with the Club must be consumed responsibly.

6 DRESS CODE AND UNIFORMS

- (a) Where the Club determines that a uniform or dress code applies, you must comply with any Club requirements in relation to uniforms and dress codes, including the wearing of Club approved attire at external events and activities where you are representing the Club.
- (b) You must not loan your Club clothing to members of any other club.

7 EXTERNAL EVENTS AND ACTIVITIES

- (a) From time to time you may be given the opportunity to participate in events and gatherings outside of the Club's premises including swim meets conducted by other clubs and/or social events organised by the Club or in conjunction with another third party. When participating in external events and activities you must apply the same standard of conduct as in relation to local Club events and activities.
- (b) The Club may, at its discretion, require you to pay a fee in relation to such external events and activities or may require you to meet your own costs associated with the event or activity.
- (c) You may be provided with accommodation, at the Club's discretion, and any damage, breakages, loss or similar will be your responsibility, not the responsibility of Club.
- (d) The Swim Club Captain has the final say on all team and event selections involving inter-club swimming competitions or carnivals.

8 PUBLIC DISCLOSURE AND MEDIA POLICY

You must not make media announcements or otherwise engage with the media in relation to the Club without the Club's prior written consent. Any engagement with the media must then be conducted in the way consented to.

9 COMPLIANCE WITH LAWS

You must:

- (a) understand the laws, rules and regulations that govern your involvement with the Club;
- (b) adhere to the standards and restrictions imposed by those laws, rules and regulations; and
- (c) notify the Swim Captain and Club's Secretary Manager regarding any breach or suspected breach of such laws, rules and regulations in a timely manner.

10 PROTECTION AND PROPER USE OF CLUB ASSETS

(a) You must:

- (i) if you use Club email, internet and other electronic systems, do so predominantly for Club purposes;
- (ii) if you have access to Club systems, keep personal communications using Club systems to a minimum; and
- (iii) protect the Club Assets from loss, damage, theft, misuse and waste.

(b) Club Assets include but are not limited to:

- (i) equipment;
- (ii) computers and software;
- (iii) Club information;
- (iv) intellectual property, including any trademarks;
- (v) the Club's reputation; and
- (vi) member's time whilst engaged in Club activities.

11 CONFIDENTIALITY

- (a) If you have access to any Confidential Information you must maintain and keep confidential all Confidential Information and not use it for purposes other than those relating to your performance of and participation in Club activities.
- (b) Your obligations continue indefinitely and are not diminished or terminated by reason that you cease to be a member of the Club.
- (c) Confidential Information means information of every kind not in the public domain concerning or connected with the business, dealings, finances, property or affairs of the Club or any client or business partner of the Club.

12 REPORTING BREACHES

You should, if you become aware of any conduct by another member which you reasonably believe involves a breach of this Code of Conduct or any related policy or procedure of the Club, make a written complaint to that effect to the Secretary Manager.

13 NON-COMPLIANCE

Failure by you to comply with this Code of Conduct or any other reasonable direction of the Club may result in disciplinary action, including your suspension or expulsion from membership of the Club.

Last updated 10 May 2018