

Aquaholics Club Inc. - Code of Conduct

Version: 1.1, August 2026

Review Period: Every 2 years



1. Purpose

This Code of Conduct establishes the standards of behaviour expected of all members, volunteers, committee members, contractors, instructors, activity leaders and representatives of Aquaholics Club Inc.

Its purpose is to foster a safe, welcoming, ethical and environmentally responsible organisation that reflects Aquaholics' mission to protect and enhance Australia's marine environments through education, citizen science and community participation.

Aquaholics Club Inc. adheres to the Victorian Fair Play Code. This Code of Conduct incorporates and supports the Fair Play Code principles of Integrity, Respect, Responsibility, Fairness and Safety.

2. Scope

This Code applies to all activities undertaken by or on behalf of Aquaholics including:

- Meetings
- Training activities
- Shore-based events
- Snorkelling activities
- Scuba diving activities
- Citizen science surveys
- Conservation projects
- Community events
- Online interactions
- Social media engagement

3. Our Values

Everyone representing Aquaholics is expected to demonstrate:

- Respect

- Integrity
 - Responsibility
 - Fairness
 - Inclusion
 - Safety
 - Environmental Stewardship
 - Scientific Integrity
 - Collaboration
 - Accountability
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4. Expected Behaviour

Representatives of Aquaholics will:

- Treat everyone with dignity and respect.
- Welcome and treat participants fairly regardless of age, sex, gender, gender identity, sexual orientation, disability, cultural background, race, religion or level of experience.
- Act fairly, consistently and impartially when making decisions that affect participants, members and volunteers.
- Follow the rules, procedures and spirit of Aquaholics activities and provide people with a fair opportunity to participate within applicable safety and competency requirements.
- Follow all safety procedures.
- Respect instructions provided by Activity Leaders.
- Protect the marine environment.
- Report hazards and incidents promptly.
- Respect cultural values including Traditional Owner knowledge and Sea Country.
- Use equipment responsibly.
- Behave professionally when representing Aquaholics.
- Accept responsibility for their actions and decisions and consider how those actions may affect others.
- Act as positive role models when representing Aquaholics.

- Raise concerns about potential breaches of this Code or unsafe, inappropriate or discriminatory behaviour through the appropriate Aquaholics reporting process.
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5. Unacceptable Behaviour

The following behaviour will not be tolerated:

- Bullying
 - Harassment
 - Discrimination
 - Victimisation
 - Vilification
 - Abuse
 - Child abuse or conduct that places a child or young person at risk
 - Violence
 - Intimidation
 - Retaliation against a person who raises a genuine concern
 - Reckless conduct
 - Alcohol or drug impairment during activities
 - Deliberate environmental damage
 - Falsification of scientific data
 - Theft or misuse of organisational property
 - Bringing Aquaholics into disrepute
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6. Environmental Responsibility

Participants must:

- Leave sites in better condition than they were found.
- Avoid unnecessary disturbance to marine life.
- Follow species interaction guidelines.
- Prevent the spread of invasive species.

- Dispose of waste responsibly.
 - Support sustainable conservation practices.
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7. Safety Responsibilities

Everyone has a responsibility to:

- Take reasonable care for themselves and others.
 - Report hazards.
 - Follow risk assessments.
 - Participate only within their competence.
 - Wear appropriate PPE where required.
 - Stop activities they believe present an unacceptable risk.
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8. Social Media

Representatives should communicate respectfully online and avoid publishing content that may:

- Misrepresent Aquaholics.
 - Breach privacy.
 - Damage partnerships.
 - Encourage unsafe practices.
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9. Breaches

Breaches may result in:

- Informal discussion
 - Education
 - Written warning
 - Suspension
 - Removal from activities
 - Termination of membership
 - Referral to authorities where appropriate.
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