



Code of Conduct for International Surf Lifesaving Association (ISLA) Volunteers

ISLA is a community-based organization dedicated to providing training, equipment, volunteers, and opportunities around the world. We are an equal opportunity employer. We believe all people should be treated with dignity. We do not discriminate based on race, gender, sexual preference, or religion. Any conduct that fails to show appropriate respect to others violates our values and will result in immediate dismissal from the ISLA program. Participation in the organization's programs is subject to the observance of the organization's rules and procedures.

ISLA Volunteers are expected to conduct themselves in a manner that will not bring discredit to themselves or ISLA; this includes but is not limited to:

- Abusive language or rudeness towards another.
- Verbal, physical, or sexual harassment of another.
- Actual or threatened violence toward any individual or group.
- Failing to cooperate with supervisors/partners/volunteers.
- An ISLA approved Travel Uniform must be worn when receiving transportation from an ISLA Partner organization, or affiliate during an ISLA Operation.
- Official travel clothes only can be worn during ISLA events and cannot be filmed for private purposes or for unauthorized ISLA purposes.
- Possession or use of illegal drugs or drug paraphernalia on ISLA's property or participating in the program while under the influence of drugs.
- While "on duty" or in uniform, ISLA volunteers should not be involved in the use of alcoholic beverages, illegal drugs, or smoking tobacco. Tobacco cigarettes/cigars may be used during "breaks" as long as the volunteer is out of uniform and away from other on-duty volunteers.
- No volunteer should engage in prostitution or attempt to purchase a prostitute.
- If a volunteer wishes to have relations with a consenting adult, he or she may not bring that individual back to ISLA facilities or utilize volunteer resources. Sex with a person under the age of 18 is forbidden.
- Bringing dangerous or unauthorized materials such as explosives, firearms, weapons or other similar items to any ISLA activity.
- Conduct endangering the life, safety, health or well-being of others.

I have read and I understand the ISLA's Code of Conduct. I agree to abide by the rules, regulations, and policies of ISLA and the laws of the community and organizations ISLA is affiliated with and understand that I may be removed as a participant if I violate any of these rules. A violation of this policy by any volunteer who participates in any of ISLA's projects shall be deemed in violation of the Code of Conduct, and the volunteer shall be asked to explain their conduct to the Board. The Board has full discretion to



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immediately dismiss any individual who is in violation of ISLA's Code of Conduct. In the event that an activity by an ISLA member is illegal, information will be given to the proper authorities.

This Code of Conduct must be signed before the volunteer participates in any ISLA projects. The volunteer will be subject to the Code of Conduct from the duration of the project. This includes time in airports, while in official ISLA uniform, while volunteering with ISLA and affiliate organizations, while training with ISLA and affiliate programs, and during "time off" on ISLA projects.

Printed Name

Signature

Date

Created: February 8, 2013 | Board Adopted: February 20, 2013

Thank you for agreeing to this Code of Conduct. Integrity is very important to our organization and to our sponsors.