

Code of Conduct

Board members (Executive Members)



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Acknowledgement

OF COUNTRY

Skate Victoria acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea, and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

OF DIVERSITY AND INCLUSION

Skate Victoria recognises that inclusion is about making sure our sport reflects the diversity of all participants and are committed to providing a safe, welcoming, and respectful culture where everyone feels welcome and accepted regardless of age, gender, ability, socio economic status or cultural, ethnic, or religious background.

OF SAFE ENVIRONMENTS

Skate Victoria is committed to the safety and well-being of all children and young people who participate in our sport or access our services. We support the rights of the child and will always act to ensure that a child-safe environment is maintained.



Purpose of Code of Conduct

The purpose of this Code of Conduct is to outline the type of behaviour that Skate Victoria requires from its Board Members (Executive Members) and set out clear principles and guidelines for the ethical and professional conduct of Board Members (Executive Members) in effectively carrying out their responsibilities.

Who does this Code of Conduct apply to?

This Code of Conduct applies to Skate Victoria Board Members (Executive Members) whenever they are acting in their capacity as a Skate Victoria Board Members (Executive Members).

Our Values

Board Members (Executive Members) are critical cultural leaders of Skate Victoria and always have a responsibility to role-model our values. Our values are:

Participation; Excellence; Collaboration; Inclusion; and Innovation. To enable and provide the structure, culture, systems, resources, and participant input to effectively manage, develop, and promote all aspects of roller sports in Victoria and across Australia and to be a leader in roller sports by providing services and support to enhance and grow skating as a healthy, accessible, and fun sport.

General Principles

Board Members (Executive Members) of Skate Victoria must:

1. act honestly and in good faith in the interests of Skate Victoria as a whole;
2. exercise the degree of care, skill, and diligence that a reasonable person in a like position would exercise in Skate Victoria's circumstances;
3. exercise powers granted to them honestly and for the purposes for which they were conferred and not for ulterior purposes;
4. avoid any actual or potential conflict between the obligations owed to Skate Victoria and a Board Member's (Executive Member's) personal interest or other duties;
5. not disclose any information that is obtained through their position that is confidential;
6. disclose advantages or business opportunities acquired during their office;
7. prevent insolvent trading by Skate Victoria;
8. be independent in judgment and actions and take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Board Members (Executive Members);
9. be well prepared for Board Members (Executive Members) meetings;
10. make reasonable enquiries at Board Members (Executive Members) meetings to ensure that Skate Victoria is operating efficiently, effectively, and legally towards achieving Skate Victoria's goals;
11. undertake diligent analysis of all proposals and matters placed before the Board Members

(Executive Members);

12. acknowledge and embrace decisions of the Board Members (Executive Members) when communicating with third parties, irrespective of their own personal views;
13. treat colleagues, members, and employees of Skate Victoria with respect, courtesy, honesty, and fairness, having proper regard to their interests, opinions, rights, safety, and welfare;
14. show respect for the opinions of other Board Members (Executive Members) and allow each Board Member (Executive Member) a fair and reasonable opportunity to contribute to discussion and decision making;
15. not engage in conduct that would likely bring discredit upon Skate Victoria or bring the Board Members (Executive Members) or Skate Victoria into disrepute, or would constitute conduct unbecoming of a Board Member (Executive Member) of Skate Victoria;
16. not abuse, harass, bully, intimidate, discriminate, threaten, or victimise other Board Members (Executive Members), colleagues, members and/or employees of Skate Victoria;
17. comply with the content and themes of the Child Safety section of this Code of Conduct regarding child safety;
18. promote and encourage diversity, equality and inclusiveness in decision making and throughout Skate Victoria;
19. at all times exemplify the Skate Victoria values and actively conduct themselves in a manner consistent with the critical statutory, cultural and leadership role of a Board Member (Executive Member) of Skate Victoria; and
20. comply with the spirit as well as the letter of the law and the principles in this Code of Conduct.

Child Safety

Skate Victoria is a child safe organisation and has zero tolerance for child abuse. Skate Victoria adheres to applicable child safety standards and legislation. Board Members (Executive Members) must be aware of their responsibilities outlined in Skate Victoria's child safety and safeguarding documents and be clear about processes for reporting and acting on concerns or reports of child abuse.

Directors will respect, listen to, and promote the rights of children and ensure behaviour and interactions with children are appropriate, respectful and adhere to the behavioural expectations outlined in Skate Victoria's child safety and safeguarding documents.

Breach of the Code of Conduct

A breach of this Code may be considered serious misconduct and require formal investigation and further action being taken.

In some situations, a breach of this code may result in detriment to Skate Victoria and the Board Member (Executive Member) may be liable for their actions under civil and criminal laws.

If a Board Member (Executive Member) suspects that a breach of the Code of Conduct has occurred or will occur, he or she must report that breach to the President or Executive Officer. All reports will be acted upon and kept confidential.

Review

This Code will be reviewed by the Board every two years, or earlier as required.

Board Member (Executive Member) Declaration

- I have read and understand the Skate Victoria Board Members (Executive Members) Code of Conduct.
- I acknowledge that I must ensure that any personal interests or roles do not influence or interfere with the proper performance of my duties in the best interests of Skate Victoria.
- I agree that I have an ongoing obligation to comply with the Skate Victoria Board Members (Executive Members) Code of Conduct.

POSITION	NAME	SIGNATURE	DATE
President	Bryan Bergman		30/08/2023
Treasurer	Susan Morris		30/08/2023
Inline Hockey Chair	Keong Lim		30/08/2023
Roller Hockey Chair	Lynette Boehm		30/08/2023
Speed Chair	Jon Evans		30/08/2023
Roller Derby Representative	Rebecca Taylor		30/08/2023
Individual Member	Paige Hartley		30/08/2023
Individual Member	Jodi-Maree Christie		30/08/2023

Document Revision History

August 2023	Document	Updated
October 2023	Cover, Contents Page and Page Numbers	Updated

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