



Code of Conduct – Staff and Volunteers

Aligned to QFCC Standards 2 & 8 – Children's Participation / Safe Physical and Online Environments

Policy Owner: General Manager

Approved by: Board of Directors

Next Review: December 2026

Purpose

This Code of Conduct outlines the expected standards of behaviour for all staff and volunteers involved with North Gold Coast Seahawks Basketball (NGCS). It aims to create a safe, positive, and inclusive environment consistent with NGCS's Child Safe and Member Protection Policies.

Expectations of Behaviour

- Always act respectfully and professionally.
- Follow all NGCS policies and procedures, including child safety and privacy obligations.
- Never engage in inappropriate physical or verbal contact with children.
- Report any suspected abuse, neglect, or misconduct immediately.
- Complete mandatory training and maintain a valid Blue Card.
- Always uphold the association's reputation.

Breaches of the Code

Breaches of this Code of Conduct may result in disciplinary action, which may include suspension, termination of engagement, or referral to external authorities such as Basketball Queensland or the Queensland Police Service, depending on the severity of the breach.

Reporting

All concerns or breaches should be reported to the General Manager or Child Safety Officer as soon as possible. Reports will be handled in accordance with the NGCS Complaints, Reporting and Responding Procedure.

References

- Child Safe Policy
- Member Protection Policy
- Complaints, Reporting and Responding Procedure
- QFCC Child Safe Standards (2024)

Document Control and Version History

Version	Date Approved	Approved By	Policy Owner	Next Review Date	Summary of Changes
1.0	December 2025	Board of Directors	GM	December 2026	Initial issue