

## **Fishability**

### **Code of Conduct for Volunteers**

FISHABILITY prides itself on providing high quality program activities in recreational fishing for people with disabilities. This Code of Conduct establishes the standard for support behaviour. As a FISHABILITY volunteer, I agree to:

#### **Respect for Others**

- Respect the rights and dignity of participants', other volunteers, friends and spectators at FISHABILITY activities
- Treat everybody equally regardless of sex, ethnic origin, religion or ability
- Be a positive role model for the participants they support

#### **Ensure a Positive Experience**

- Ensure that the time spent with participants is a positive experience
- Be fair, considerate and honest with participants and communicate with them using plain and clear language

#### **Act professionally and take responsibility for my actions**

- Demonstrate high standards through my language, manner, punctuality, preparation and presentation
- Display control, respect, dignity and professionalism to all involved in the activity (participants, other volunteers, carers, parents, spectators and media) and other members of the community who may be present
- Encourage participants to demonstrate the same qualities
- Abstain from drinking alcohol, smoking or taking illegal drugs while representing FISHABILITY at program activities
- Refrain from any form of personal abuse towards participants and others, including verbal physical and emotional abuse.
- Be alert to any form of abuse from other sources directed toward participants in my care

#### **Quality Supporting for Participants**

- Assess each participant to determine the individual skill level for program activities and competition
- Provide instruction in fundamental fishing skills appropriate to the ability of participants.
- Use acceptable and safe equipment and ensure acceptable supervision with adequate volunteer-to-participants ratio
- In consultation with carers, be aware of any limitations a participant may have.
- In liaison with the Program Coordinator and relevant carer, undertake procedures for emergency medical support, postponements or cancellations, crisis communication and incident and accident reporting
- Encourage participants to seek medical advice when required.
- Maintain accurate records

### **Volunteer obligations re media**

- All media comment is to be made through the Board Chair or the Executive Officer. Any requests to volunteers for media comment must be directed to the EO.

### **Volunteer obligations re social media**

- Social media posts are to be respectful and related to Fishability activities only and use good quality images.
- Images of minors – those under 18 years of age – are only to be posted on social media on receipt of written approval of the person’s parent or lawful guardian.

### **Volunteer induction package and continuous training**

- The Fishability Induction Package is provided to Volunteers to assist them in understanding their roles and making the Fishability experience more enjoyable for volunteers and clients. Volunteers are expected to familiarise themselves with the content of the Induction Package, including the module on Disability Awareness Training.
- Fishability volunteers are also required to keep their first aid training current. It is recommended that refresher courses are undertaken every second year. First aid courses can be booked in consultation with your program coordinator or the Fishability Development Officer.

### **Reporting Breaches of the Code of Conduct for Fishability Volunteers**

- Report any suspected breaches of the Code of Conduct to the relevant Program Coordinator, who will document the matter in an Incident Report and refer it to the Executive Officer for appropriate action.
- Appropriate action will include discussing the matter with the Program Coordinator and the relevant Volunteer and may result in a warning, suspension or termination depending on the nature of the incident.

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_