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Surfing South Africa Ethical Conduct Policy

1. Purpose

Surfing South Africa (SSA) is committed to promoting the highest standards of ethics, integrity, and professionalism in all aspects of its operations. This policy provides a framework to guide the behaviour and decision-making of all individuals associated with SSA, ensuring that their actions reflect the values of fairness, respect, inclusivity, accountability, and transparency.

2. Scope

This policy applies to:

- SSA Board members and subcommittee members
 - SSA employees, contractors, and consultants
 - Coaches, officials, athletes, and volunteers
 - Any person representing or acting on behalf of SSA
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3. Core Ethical Principles

All SSA representatives are expected to uphold the following principles:

1. **Integrity:**
Act honestly, fairly, and transparently in all dealings and avoid any conduct that could bring SSA or the sport of surfing into disrepute.
 2. **Respect:**
Treat all individuals — regardless of race, gender, age, ability, religion, or background — with dignity, courtesy, and fairness.
 3. **Accountability:**
Take responsibility for decisions and actions, ensuring that conduct aligns with SSA's Constitution, Code of Conduct, and this policy.
 4. **Fair Play:**
Promote fair competition and sportsmanship, and reject any form of cheating, manipulation, or unethical advantage.
 5. **Inclusivity and Equality:**
Support diversity and equal opportunity in all SSA activities, including participation, leadership, and employment.
 6. **Confidentiality:**
Protect sensitive information obtained through SSA activities and refrain from using it for personal or unauthorised purposes.
 7. **Compliance:**
Adhere to SSA policies, the SASCOC and WADA codes, national legislation, and the principles of good governance in sport.
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4. Expected Conduct

All individuals representing SSA must:

- Conduct themselves professionally in all settings, including events, meetings, and online platforms.
 - Uphold the reputation of SSA and the sport at all times.
 - Report unethical behaviour, misconduct, or breaches of policy promptly through appropriate channels.
 - Avoid any form of discrimination, harassment, abuse, or bullying.
 - Support a culture of safety and respect for athletes, especially minors and vulnerable participants.
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5. Prohibited Conduct

The following actions are strictly prohibited:

- Bribery, corruption, or misuse of SSA resources.
 - Dishonesty or falsification of records.
 - Harassment, intimidation, or discrimination of any kind.
 - Abuse of authority or position for personal gain.
 - Alcohol or substance misuse while performing SSA duties.
 - Conduct that damages the reputation of SSA, its members, or the sport of surfing.
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6. Reporting and Whistleblowing

- Any person who becomes aware of unethical conduct must report it to the SSA Board.
 - Reports will be treated confidentially and investigated fairly and promptly.
 - SSA prohibits any form of victimisation or retaliation against individuals who, in good faith, report unethical behaviour.
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7. Breaches of Policy

Breaches of this policy may result in disciplinary action, including:

- Formal warning
 - Suspension or removal from position
 - Termination of employment or contract
 - Referral to relevant authorities (if laws or codes are violated)
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8. Education and Awareness

SSA will ensure that all Board members, staff, and representatives are made aware of this policy and provided with periodic ethics and governance training to promote compliance and understanding.

9. Review and Approval

This policy will be reviewed every two (2) years or as required to ensure alignment with evolving governance and ethical standards.

Approved by: SSA Board of Directors

Date Approved: October 2025

Next Review Date: October 2027
