



Ultimately our club ethos reflects the fact that for many of us flying isn't just a hobby, it's a lifestyle. One that should be nurtured, protected and shared. SCFF works hard to enable and maintain access to sites, but needs the support of every member in return. We take landholder rules seriously and won't tolerate any behaviour that could jeopardise our flying sites or stakeholder relationships

It is a requirement of club membership to agree to, observe & abide by the following Code of Conduct. Please be active in upholding the Code of Conduct with other club members and visiting pilots. The future of our sites and our sport depends on these efforts and having a consistent approach and attitude.

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PART ONE - CODE OF CONDUCT

1. Respect for rules and regulations

- a) In order to undertake flying activities, you must be a member of the Sports Aviation Federation of Australia (SAFA) and must undertake to follow SAFA policies including those set out in the SAFA Operations Manual and any other manuals, including reporting all accidents and incidents as required by the SAFA Operations Manual
- b) SAFA administers the sports of Hang Gliding, Powered Hang Gliding, Paragliding, Powered Paragliding and Microlighting in Australia in accordance with the Aviation Authority from Civil Aviation Safety Regulations. Pilots flying at sites for which SCFF is the manager must comply with the regulations applying to their operations as set by SAFA
- c) In order to fly the sites for which SCFF is the site manager, you need to be a member of SCFF
- d) Adhere to all airspace regulations and restrictions laid out by CASA and Airservices Australia

2. Respect for flying sites and land owners

Sites are a precious resource for our sport and our club. Our custodianship of them and ongoing access to them is not guaranteed and is under regular scrutiny. Ensure that you access and use them in a manner that enhances our likelihood of keeping them. This includes:

- a) Familiarity with site rules – this is your responsibility. The rules for the sites managed by SCFF are detailed on the SCFF website www.freeflyers.com.au and in some cases on site. If in doubt, it is a requirement that you ask a representative of the club for clarity.
- b) Launching/flying/landing only from or within specifically designated areas, in appropriate conditions following approved site procedures.
- c) Respect private property and landowner's rights. Obtain permission where required



3. Respect for other stakeholders

Flying is a privilege and our ability to participate requires harmonious relationships with other stakeholders whose interest may not necessarily be aligned to ours.

- a) Respect the rights and differing expectations of other site stakeholders – these include residents, landowners, members of the public and other site users and aircraft types. Pay particular attention to gates, fences, animals and vegetation.
- b) Consider the safety and privacy of locals and other visitors, especially at our coastal sites where members of the public can be found near launch and landing zones.
- c) Consider the rules, rights and needs of other aviation participants

4. Respect for safety and risk management

Know the rules, know your limitations, participate within them and make safety your primary consideration.

- a) Conduct thorough pre-flight checks on all equipment before each flight.
- b) Always assess weather conditions before flying. Avoid flying in unsuitable weather
- c) Fly within the limits of your skill and experience. Do not attempt manoeuvres or flights beyond your capability
- d) Regularly inspect and maintain all equipment to ensure it is in good working condition
- e) Use only equipment that complies with safety standards and regulations.

5. Respect for fellow pilots, participants and spectators.

We may not always agree but we can control the manner of our disagreement. Please be considerate towards others.

- a) Refrain from spreading false or misleading information, whether written, spoken or implied.
- b) Refrain from denigrating, harassing or abusing fellow members, the organisation or member organisations on any social media platforms.
- c) Be welcoming and ready to offer assistance to any pilot, passenger or spectator with a disability
- d) Every time you fly at these sites you are representing your sport and SCFF. Please portray an image we can all be proud of



6. Respect for our environment

- a) Don't litter whether it is biodegradable or not. This means anywhere in or around our sites including car parks.
- b) Some flying sites are in National Parks, and at these and indeed at all sites, strive to tread lightly on the landscapes we soar above.
- c) Pack out your rubbish, stay on approved walkways and paths, park cars only in designated parking areas and leave vegetation in place.
- d) QPWS and other land managers have designated camping areas for overnight stays - you must use the designated areas.

7. Respect for country and cultural heritage

SCFF acknowledges the traditional custodians of the land and their cultural heritage. Avoid sacred sites and environmentally sensitive areas that may be adjacent to any launch or landing area.

Be aware that non-compliance with this Code of Conduct will result in consequences. Club members should also make themselves aware of the infringement levels and consequences of infringements.

PART TWO - COMPLAINT AND DISCIPLINARY PROCEDURE

Any member or stakeholder who observes conduct that is considered to be a potential breach of this Code of Conduct may make a complaint to president@freeflyers.com.au. Members and stakeholders are encouraged to make a complaint so that the club can take any steps necessary to investigate the complaint and to take appropriate action.

- It is important to understand that SAFA owns the SAFA Ops Manual.
- This means only SAFA can investigate a breach of the Ops Manual, and decide what discipline applies
- When a complaint is in regard to an alleged breach of the SAFA Operations Manual, the complainant should advise the Club, along with any supporting evidence.
- The club must hand the investigation and the decision on any action in respect to aviation authority discipline to be taken, over to SAFA.
- Once SAFA have made a determination about the breach, the club may also discipline the offender in relation to a code of conduct breach



How SCFF handles complaints

When we receive a complaint, the following process will be followed:

Initial assessment

The club management committee will meet within 7 days to review the complaint to decide whether or not:

- further information is necessary to decide if it is a complaint that needs to be investigated or (where appropriate) referred to a relevant authority to investigate and discipline
- whether another club official such as a Senior Safety Officer should be included in the assessment
- whether or not it is a matter that should be investigated; and
- whether or not the conduct (if substantiated) would amount to a Level 1, Level 2 or Level 3 breach. (We set each of these out in Point 3 below)

Investigation

If the management committee considers a complaint warrants an investigation, then we will:

- write to the member involved informing them of the complaint made and providing details of that complaint including whether or not (if substantiated) the conduct would amount to a Level 1, 2 or 3 breach
- explaining the potential outcome if the breach is substantiated
- asking the member to respond to the complaint and identify any witnesses to the conduct in question so we may contact them to discuss the conduct alleged
- Where witnesses are identified to us, we will contact those witnesses as part of our investigation.
- Where we consider the complaint may be a Level 2 or 3 breach the member may be temporarily prevented from using and accessing club sites until the outcome of the investigation is completed
- If the committee decides the matter does not need to be investigated, it will confirm with the individual who has made the complaint that on considering the complaint and the evidence provided with the complaint, it is not conduct which the management committee considers warrants an investigation.

Determine the infringement level

As a result of the investigation, the management committee will consider whether or not the conduct in question amounts to a Level 1, Level 2 or Level 3 infringement. The level of



infringement gives guidelines to the committee for use when determining the appropriate response. Each type of infringement is detailed below

Level 1: A level 1 infringement is any infringement that is not a level 2 or 3 infringement.

Level 2: A level 2 infringement is an infringement that is not a level 3 infringement but that places the infringer's life at risk and / or places a club flying site at risk.

Level 3: A level 3 infringement is an infringement that places a person's life at risk where the person is a person other than the infringer

Consequences of Infringement

For a Level 1 infringement:

The level of response to an infringement of this level is solely at the discretion of the club's committee.

- The pilot will be given advice and a warning.
- On a second occasion and in the absence of satisfactory mitigating circumstances, the pilot will be issued with a ban from flying at one or more sites for which SCFF is the manager, for 1-3 months.
- On a third occasion and in the absence of satisfactory mitigating circumstances, the pilot will be banned from flying at all sites for which SCFF is the manager for 3-6 months.

For a Level 2 infringement:

- The pilot will be unable to fly at any sites for which SCFF is the manager whilst an investigation takes place.
- Subject to investigation, and in the absence of satisfactory mitigating circumstances, the pilot will be issued with a ban from flying any sites for which SCFF is the site manager, for 3-6 months.
- The complaint may be reported to SAFA with the supporting evidence
- On a second occasion and in the absence of of satisfactory mitigating circumstances, the pilot will be expelled from the club
- Other clubs in SEQ will be made aware of the infringement and consequences imposed by SCFF



For a Level 3 infringement:

- The pilot will be unable to fly at any sites for which SCFF is the site manager whilst an investigation takes place.
- Subject to investigation, and in the absence of satisfactory mitigating circumstances, the pilot will be banned from flying all club sites for a minimum of 6 months
- The complaint, the infringement and the consequences imposed will be reported to SAFA and with the supporting evidence and the management committees of clubs in SEQ will also be made aware
- On a second occasion and in the absence of of satisfactory mitigating circumstances, the pilot will be expelled from the club

In all cases the person in breach will be provided written confirmation on the findings we make in respect of the complaint. The complainant will be advised that the matter has been handled and may or may not be provided with details of the findings.

Note: If the complaint is about an individual who is not a member of the club but is a member of another club, we will notify the management committee of that club of the receipt of the complaint and provide all details of the complaint to allow that club to take any appropriate action over its member. Where the clubs' management committees disagree on the seriousness of the infringement, the management committee of either club will refer the matter to the SAFA Operations Manager and / or Safety Manager to provide independent guidance.

