FV-08 | Uniform and Presentation Policy

APPROVED BY THE COMMITTEE
Reviewed November 2026

Scope

Employees and volunteers representing Fishcare.

Purpose and objectives

Present a recognisable, welcoming and safe Fishcare team. Uniform and appearance requirements must be practical, affordable, inclusive and connected to the work, rather than personal preferences about gender, body shape or appearance.

Personal presentation and reasonable adjustments

Wear clean, serviceable clothing suitable for the activity and weather. Avoid offensive or discriminatory images and language. Religious and cultural dress, pregnancy, disability, sensory needs and a range of sizes and gender expressions must be accommodated unless a specific safety requirement cannot reasonably be met another way.

Tattoos and piercings are acceptable unless content is discriminatory or offensive, or an assessed snagging, hygiene or other safety risk requires a practical control. Discuss concerns privately and consistently; avoid subjective restrictions on particular people or body types.

Uniform supply and use

Fishcare supplies role-appropriate logo garments and required PPE through approved suppliers. Facilitators arrange issue and replacements with the EO. Staff clothing allocations remain subject to the approved annual budget; no new monetary entitlement is created here. Replace worn or damaged protective items promptly, not solely at a yearly allocation date. Do not require purchase from a particular supplier or deduct uniform costs unlawfully.

Wear the uniform at authorised Fishcare duties and registered events. Avoid presenting private activities as official Fishcare activities, including unauthorised promotional posts. Do not wear the uniform for private attendance at bars, pubs or gambling venues. Any official partner event at such a venue requires EO approval and safeguarding and reputational assessment.

Safety and identification

For outdoor clinics, use a wide-brimmed hat, appropriate sun protection, closed non-slip footwear and any task-specific PPE or lifejacket identified in the risk assessment. Facilitators check fit, availability, suitability and safe use. A uniform

alone does not provide every required protection. Resolve footwear or clothing access needs before the event and provide safe alternative duties if necessary.

Use a role badge or first-name badge as appropriate; facilitators and EO identify their role. Do not display WWC cards, card numbers, home addresses or other screening details on public lanyards. Verify clearance securely under the Working with Children Policy. Identification badges must be safe around hooks, machinery and water.

Concerns and responsibilities

Facilitators explain requirements and support reasonable adjustments. The EO handles disputed requirements privately and fairly; concerns involving the EO may go to the President. Address an immediate safety issue before an activity continues. Repeated non-compliance is managed proportionately under the Code and fair procedures, after considering training, fit and access barriers.

References and review

Reviewed November 2026. Review again in November 2027, or earlier after a relevant legal, service or risk change.

Equal Opportunity Act 2010 (Vic): workplace rights and positive duty
https://www.humanrights.vic.gov.au/for-individuals/employment/

Occupational Health and Safety Act 2004 (Vic): incident notification
https://www.worksafe.vic.gov.au/notifiable-incidents-under-occupational-health-and-safety-act-2004

Worker Screening Act 2020 (Vic); WWC Connect requirements
https://www.vic.gov.au/working-children-connect