



calisthenics

ASSOCIATION OF
WESTERN AUSTRALIA (INC)

State Team Policy

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TABLE OF CONTENTS

1. Introduction.....	1
2. Personnel	1
3. State Team Selection	3
4. Costumes and Uniforms.....	4
5. Financial Information.....	5
6. Training and Classes	6
7. Sport Integrity Australia, Safeguarding in Sport, Children and Young People Safe Practices – Travel and Accommodation.....	6
8. Sport Integrity Australia, Safeguarding in Sport, Children and Young People Safe Practices – Travel and Accommodation Where SIA-Compliant Accommodation Cannot Be Sourced	8
9. Breach of Codes and Policies.....	8
10. Use of Social Media and Electronic Communication.....	9
11. Consent to Publication and Recording.....	10
12. Infectious Disease, Injury and Mental Health Illness	10

Calisthenics Association of Western Australia Inc. (CAWA)
State Team Policy

1. Introduction

This Policy is to be read together with the CAWA Constitution, By-Laws, applicable CAWA policies, ACF policies and rules, and the National Integrity Framework. Where there is any inconsistency, applicable law and mandatory ACF or National Integrity Framework requirements prevail, followed by the CAWA Constitution and By-Laws.

- 1.1. This Policy sets out the requirements and expectations for the selection, participation, management, and operation of CAWA State Teams.
- 1.2. Acceptance of a position with the State Team, whether as a competitor, coach or member of State Team personnel, means acceptance of this Policy.
- 1.3. The Calisthenics Association of Western Australia Inc. (CAWA) Board of Management (BoM) may act in response to conduct that breaches this Policy or applicable CAWA and Australian Calisthenics Federation (ACF) policies, codes of conduct and State Team agreements, in accordance with the relevant complaints and disciplinary processes.
- 1.4. This Policy is to be read together with the CAWA Constitution, By-Laws, applicable CAWA policies, ACF policies and rules, and relevant National Integrity Framework (NIF) requirements.
- 1.5. Decisions will balance team commitments with the safety, health, wellbeing, dignity, and rights of everyone. Safety, child-protection obligations, and appropriate medical advice will not be compromised for performance or competitive outcomes.
- 1.6. Personal grooming, work ethic, and behaviour of State Team members must always be of a high standard. All team members must be correctly attired in their State Team uniform, black training leotard, skin-coloured tights, white aesthetic training skirt, State Team scrunchie (competitors only), polo shirts, hoodies, track pants, and official tracksuit jackets, when required. Team members must arrive at classes on time.
- 1.7. An information meeting for parents and other interested parties is to be held during and following the selection trials.

2. Personnel

- 2.1. The appointment of the State Team Manager shall be made by the CAWA BoM from applications received by the advertised due date. If a suitable State Team Manager is not appointed, a State Team will not be formed for that year.
- 2.2. Applications for State Team coaching positions are to be lodged with the President of CAWA or designated officer by the advertised date. Notification is to be sent to all qualified coaches inviting applications via the clubs and Coaches WA. If a position cannot be filled from the original applicants, applications will be reopened for a period of no longer than 21 days. The BoM or designated officers may invite suitably qualified coaches to apply where the BoM deems this appropriate. If no suitable applications are received by CAWA, refer to clause 3.9.
- 2.3. An appointed CAWA State Team coach shall be a registered Coaches WA coach.
- 2.4. An appointed CAWA State Team coach shall be coaching a competing team at a CAWA affiliated club for the full CAWA calisthenics year for which the State Team coaching appointment has been made. Any request for an exception is to be considered by the CAWA BoM, in conjunction with Coaches WA.

- 2.5. State Team coaching staff shall be selected by a panel of experienced senior members from the Australian Society of Calisthenics Adjudicators (ASCA) WA branch and Calisthenics Coaches WA, in consultation with the President of CAWA, and may include the immediate past State Team Manager. The final State Team coaching appointments shall be presented to the CAWA BoM for ratification. All applicants shall be advised of the selection outcome within one week of the final appointment by the CAWA President or designated officer.
- 2.6. The CAWA BoM, on the recommendation of the selection panel (refer to clause 2.5), may appoint a Coach Mentor/s to the State Team for the purpose of mentoring and support. State Team coaches may also apply for the appointment of a voluntary Coach Mentor for the purpose of ongoing individual mentoring throughout the State Team year. Approval for this appointment must be made by the State Team Manager in consultation with the CAWA BoM before the appointment is made. A Coach/Adjudicator Mentor will not ordinarily be a travelling member of the State Team unless travel is specifically approved by the BoM.
- 2.7. Notifications shall be sent to clubs advising of positions available for coaches to assist at State Team classes. A State Team Class Assistant shall be a Coaches WA registered coach.
- 2.8. An appointed CAWA State Team Class Assistant shall be coaching a competing team at a CAWA affiliated club for the full CAWA calisthenics year for which the State Team coaching appointment has been made.
- 2.9. State Team Class Assistants shall be selected by a panel of experienced senior members from the Australian Society of Calisthenics Adjudicators (ASCA) WA branch and Calisthenics Coaches WA, in consultation with the President of CAWA. Class Assistants shall be appointed to the State Team as volunteers and shall be responsible for all personal expenses incurred except for flights, food, accommodation while staying with the team, and theatre tickets when attending with the team. For each section, the State Team will be responsible for the cost of one Class Assistant, and CAWA will be responsible for the cost of a second travelling Class Assistant, where applicable. Sub-Junior and Junior teams will be allocated up to two Class Assistants with the approval of the BoM. The Intermediate team will be allocated one Class Assistant, and a Class Assistant will not be appointed to the Senior team.
- 2.10. Any relief coaches must be approved by the State Team Manager prior to the commencement of the training session. Any visiting coaches for the purpose of mentoring or assistance must be approved by the State Team Manager prior to the commencement of the training session. The BoM reserves the right to attend any training session.
- 2.11. Applications for non-coaching State Team personnel positions must be received by the advertised closing date. Where, after consideration of applications received by the closing date, no suitable applicant can be appointed, the BoM may approve an extension or reopening of applications. Any extension or reopening must be communicated consistently and include a revised closing date. All applications will be reviewed by the State Team Manager together with the President (or the President's delegate), and recommended applicants will be presented to the BoM for approval.
- 2.12. Appointed State Team personnel and coaches shall agree to undertake the roles and responsibilities of the position accepted.
- 2.13. State Team personnel are to adhere to the ACF National Rules and Regulations.
- 2.14. All coaches, class assistants, chaperones, managers, volunteers, and other personnel appointed to or engaged with the State Team must satisfy the screening, recruitment, and suitability requirements applicable to their role before appointment and throughout their engagement. Requirements include:
 - (a) a current Working with Children Check;
 - (b) identity, qualification, and registration verification;
 - (c) a current first aid certificate for coaching staff and for other State Team personnel where required;
 - (d) conflict-of-interest declarations;

- (e) completion of required safeguarding and integrity education;
- (f) written acknowledgement of applicable policies, codes, and reporting obligations; and
- (g) ongoing disclosure of any matter that may affect suitability to perform the role.

3. State Team Selection

- 3.1. Applications for State Team selection are to be submitted to the State Team Manager as directed by the BoM and advertised on the CAWA website and social media, up to and including the first trial date.
- 3.2. A competitor must disclose, prior to attending the trial, any known planned absence from State Team training or commitments, including holidays, school camps or commitments, and other compulsory events. Any absence not disclosed prior to trials will be considered in accordance with clause 6.3.
- 3.3. State Team trial candidates must wear a plain black leotard to the trial. No club, or previous State Team, or State Development Team apparel or bags are to be brought into the trial room.
- 3.4. Applications from an injured candidate wishing to be considered for selection must be received by the State Team Manager prior to the first trial date. The injured candidate is to provide a letter of recommendation from their coach, video evidence of their capabilities from a recent workshop in the first instance or, where available, from a recent team event, graceful solo/calisthenic solo or duo competition, and a medical certificate. The medical certificate should indicate an expected return to full participation date. The injured candidate should endeavour to attend the trial unless extenuating circumstances prevent this.
- 3.5. Applications from a candidate wishing to be considered for selection but unable to attend a trial must be received by the State Team Manager prior to the first trial date. The candidate is to provide a letter of recommendation from their coach, video evidence of their capabilities from a recent workshop in the first instance or, from a recent team event, graceful solo/calisthenic solo and duo competition, and relevant documentation as requested by the State Team Manager to support her absence.
- 3.6. Team selections shall be recommended to the BoM by a Selection Panel comprising:
 - (a) the State Team Coach;
 - (b) a Coaches WA representative; and
 - (c) an adjudicators' Association representative.

The selection criteria and assessment process are to be communicated to applicants prior to trials.

Any member of the Selection Panel who has an actual, potential, or perceived conflict of interest in relation to a candidate must declare the conflict and not participate in the assessment or decision relating to that candidate. The BoM may appoint an appropriate replacement panel member where required.

Following BoM ratification, the sporting merits of the selection decision are final and are not subject to appeal. This does not prevent a person from raising a complaint concerning the selection process, a conflict of interest, discrimination, prohibited conduct, or non-compliance with an applicable CAWA or ACF policy.

- 3.7. All routines used during State Team trials are to be newly choreographed.
- 3.8. A demonstrator assisting at a trial shall be unrelated to a competitor attending the trial. The demonstrator must be a registered coach or cadet.
- 3.9. If a team is not formed or folds in any section, a club may be approached by the CAWA BoM to represent the State in that section.

- 3.10. A State Team squad shall have a maximum of 24 members in Sub-Juniors Tier 1, Juniors Tier 1, Intermediates Tier 1, and Seniors, and a maximum of 20 members in Sub-Juniors Tier 2, Juniors Tier 2, and Intermediates Tier 2. Any increase in numbers must be approved by the BoM.
- 3.11. State Team trial applicants must be financial with their club and CAWA prior to attending a State Team trial.
- 3.12. A State Team competitor must attend at least 80% of their club's regular classes each term. Their club's regular training takes precedence over State Team training where the usual training times conflict. State Team training takes precedence over any additional club training.
- 3.13. The State Team Manager will approach each club to seek approval for team members to participate in the State Team concert where there is a conflict between club training and State Team concert times.
- 3.14. Members gaining selection in a CAWA State Team must remain with the club with which they were registered and competed with in the year prior to their first year of State Team representation, for their inaugural year of State Team representation plus the next two (2) calendar years.

Example 1: Where a member is selected to the State Team for inaugural representation, they must maintain continuous membership with their current club for the year of selection and the subsequent two calendar years. Requests to transfer clubs during this period will not be approved.

Example 2: A member who has completed the required membership period of their inaugural State Team year and the following two calendar years may transfer to another club in accordance with the applicable CAWA transfer rules. Subsequent State Team selection does not restart this period.
- 3.15. Any CAWA member seeking selection in a State Team must attend regular classes with their CAWA affiliated club and, if selected to the State Team, must continue to compete in all items for their club in CAWA team competitions during the year of the State Team.
- 3.16. State Team competitors are to appear in all items and be actively involved in at least 60% of each item. Any exceptions are to be approved by the State Team Manager in consultation with the State Team Coach Mentor or the Coaches WA representative of the BoM.

4. Costumes and Uniforms

- 4.1. The State Team Manager shall recommend the official uniforms to the BoM for approval. As far as practicable, approved uniforms are to remain unchanged for a minimum of three (3) years.
- 4.2. All competitors, coaches, and State Team personnel will be required to purchase and wear the team uniforms.
- 4.3. The full cost of costumes shall be the responsibility of the team member.
- 4.4. Each section is to hire existing costumes for most items, where possible, within the 'reasonable hire fees' set by the State Team Manager.
- 4.5. For 'Fancy' costumes, the Costume Co-ordinator will work with the State Team costume suppliers and Team Coach to design and manufacture the costumes. Prior to manufacture, the costume design must be approved by the State Team Manager and signed off by the Costume Co-ordinator and Team Coach. Costs must remain within the approved budget.

5. Financial Information

- 5.1. To confirm acceptance of a position with the State Team, a \$500 deposit must be paid by the competitor to the State Team within two (2) weeks of selection. Regular instalment payments are required in accordance with the payment plan determined by the BoM. An outline of the estimated costs will be provided prior to trials.
- 5.2. Fees are due in accordance with the estimate of expenses and the payment plan. The account must be paid in full by 31 May of the State Team year.
- 5.3. Competitors who are deemed 'non-financial' by the State Team Treasurer will be withdrawn from the State Team unless monies owing are paid in full.
- 5.4. State Team competitors at a CAWA competition must be financial with the State Team prior to competing. The State Team Treasurer will report non-payment of fees to the Competitions Committee prior to the CAWA competition. The competitor will be withdrawn if payment is not received by the applicable due date.
- 5.5. Sponsorship of individual State Team competitors is a matter between the individual sponsors and the competitors and/or their parents or carers. However, corporate sponsorships may be sought for a subsection or whole team. Any use of sponsors' logos must be approved by the BoM.
- 5.6. Class fees are charged for all classes, including times when competitors are absent from class for any reason.
- 5.7. Claims for reimbursement of costs incurred by personnel on behalf of the State Team are to be submitted to the State Team Treasurer on the appropriate reimbursement form and supported by original tax invoices/tax receipts [where issued] or other relevant documentation. All State Team personnel must obtain approval from the State Team Treasurer, in consultation with the State Team Manager, for expenditure outside their allocated budgets.
- 5.8. An estimate is to be prepared for the cost of making all 'Fancy' costume sets, training leotards, and skirts, and is to be agreed with the State Team Manager prior to any materials being purchased or work commencing on the costume sets. Costume makers may charge a making fee for producing a set of leotards or training skirts, and the making fee will be identified as part of the estimate.
- 5.9. Costume makers may claim the estimated cost of materials required for producing a set of leotards as an 'up front' claim. Such claims must be supported by original tax invoices/tax receipts [where issued] or other relevant documentation when submitting a claim for the balance of the costume set. Any making fee becomes payable upon completion of the costume set.
- 5.10. An estimate is to be prepared for the cost of producing all props and is to be approved by the State Team Manager prior to any materials being purchased or work commencing on the props.
- 5.11. CAWA may pay an honorarium to the Coach Mentor.
- 5.12. Should the Coach Mentor travel and stay with the State Team, return airfares, meals, transport, and team competition ticket expenses shall be met by CAWA. If the Coach Mentor does not travel with the team and does not stay at the State Team accommodation, they shall be personally responsible for these costs.
- 5.13. The CAWA President travels with the State Team and may choose to stay with the team. Travel, accommodation, transport, competition tickets, celebration dinner, and meal expenses shall be met by CAWA where the President stays with the team.
- 5.14. The composition of State Team personnel travelling may vary each year. The BoM will approve the composition of the operational travelling team, and associated costs will be covered by CAWA.

- 5.15. All State Team personnel and coaches travelling with the State Team must comply with the accommodation, supervision, and safeguarding requirements in sections 7 and 8.

6. Training and Classes

- 6.1. Training for all teams may begin following selection trials. Training shall cease during the Christmas school holidays and shall recommence no earlier than the weekend prior to school commencing. Training will not be held on the weekend of the Coaches WA Coach Development workshops unless prior approval is granted by the BoM. Attendance at training is compulsory. Training for all teams will be on Sundays, with limited training sessions arranged on Fridays or Saturdays where necessary due to other calisthenic events (e.g. Graceful Solo Competitions). State Team training will not conflict with normal club training sessions, including where State Team competitors are required to fulfil their club coaching or cadet duties. There will be no training scheduled over the Easter break (Good Friday through to the following Easter Monday inclusive). Training may be scheduled on ANZAC Day after 1pm and Mother's Day. Any requests for exception are to be submitted to State Team Manager and considered by CAWA Board of Management.
- 6.2. Planned absences must be disclosed in accordance with clause 3.2. Any additional absence requests arising after trials will be considered in accordance with clause 6.3.
- 6.3. Absence from State Team training will only be allowed in exceptional circumstances. Any absence request arising after trials may be granted at the State Team Manager's discretion. Requests for absences for birthday parties, spectating at concerts or other sports, and holidays not disclosed prior to trials are not considered exceptional circumstances and may not be approved. Any unapproved absence may be considered in future State Team selection where relevant to the competitor's ability to meet State Team commitments.
- 6.4. Parents or carers should direct State Team enquiries to the Team Chaperone in the first instance, or the State Team Manager. Coaches are not to be contacted directly.
- 6.5. During term time all teams may train for a maximum of 6 hours per week. Any request for additional training hours must be approved by the State Team Manager and the BoM.
- 6.6. Competitors must attend the compulsory State Team Camp or Event (if held) on the Labour Day long weekend, unless an absence is approved in accordance with clauses 3.2 and 6.3.
- 6.7. Competitors must attend the State Team Dress Rehearsal and State Team Concert Day, unless an absence is approved in accordance with clauses 3.2 and 6.3.
- 6.8. The maximum number of training hours allocated to each team shall not exceed 150 hours.
- 6.9. Teams must endeavour to maximise the use of the CAWA Theatre for State Team training. Alternative State Team training venues will be allocated fairly between teams to ensure that venues north and south of the river are used equally.
- 6.10. State Team training must not conflict with regular club training, including on public holidays. State Team training takes priority over additional club training.

7. Sport Integrity Australia, Safeguarding in Sport, Children and Young People Safe Practices – Travel and Accommodation

- 7.1. CAWA will seek to secure accommodation that best meets team needs in terms of location, comfort, services, and cost, while complying with Sport Integrity Australia (SIA), Safeguarding in Sport, and Children and Young People Safe Practices requirements.
- 7.2. Safeguarding requirements will not be waived due to cost, convenience or accommodation availability. Where proposed arrangements cannot meet applicable safeguarding requirements, CAWA will implement an alternative compliant arrangement (see section 8), which may include

amended travel or accommodation arrangements, additional safeguards, or requiring travel with a parent or authorised caregiver.

- 7.3. Accommodation and room allocations must comply with the current ACF Safeguarding Children and Young People Policy and applicable Sport Integrity Australia requirements. Adults must not share a bedroom with a child or young person who is not their own child or authorised dependent. Bed sharing is prohibited, and accommodation and supervision arrangements must prevent one-to-one isolated situations and promote a safe, inclusive, and child-centred environment.
- 7.4. Parents, carers, and supporters must comply with approved travel, accommodation, and access arrangements. While reasonable limits may be placed on personal device use, children and young people must have timely access to a parent, carer, nominated safeguarding contact, independent CAWA contact, or other trusted adult if they feel unsafe, unwell, distressed, or wish to raise a concern. No person may prevent, discourage or penalise such contact.
- 7.5. Written parent or carer consent must be obtained before a child or young person participates in approved travel or an overnight stay. Parents and carers must receive sufficient information about the itinerary, transport, accommodation, supervision, rooming, contact arrangements, medical and emergency processes, expected conduct and any material changes before departure.
- 7.6. State Team competitors' flights to the National Championships will be booked by CAWA. With the State Team Manager's approval, competitors may arrange their own flights and use their frequent flyer points. In such approved cases, proof of flight purchase must be submitted to the State Team Manager by the specified date. Competitors arranging their own flights must arrive at the State Team accommodation by the date specified by the State Team Manager.
- 7.7. State Team competitors and personnel not wishing to return home on the team flight are responsible for booking their own return flights.
- 7.8. State Team competitors and personnel are required to notify team management in writing of their return flight intentions if not returning with the team.
- 7.9. Parents and family members may choose to travel on the same flight as the team but will not form part of the travelling party.
- 7.10. All team-related communications with competitors during the event will be coordinated through the Team Chaperone or other authorised team official. To support competitor wellbeing, competition readiness, and safeguarding requirements, the use of personal mobile phones and electronic devices by Sub-Junior, Junior, and Intermediate competitors may be restricted during designated team activities, travel, training, performances, and rest periods. Any restrictions must not prevent a competitor from having reasonable access to a parent, carer, authorised caregiver, safeguarding contact or other trusted adult. Any exception to team communication or device protocols may be approved by the Team Chaperone in consultation with the State Team Manager.
- 7.11. Parents and supporters are not to travel in team transport at any time without the approval of the State Team Manager.
- 7.12. Directions from the State Team personnel must be adhered to during parent/competitor events. Competitors must return to team personnel at agreed times following external parent/competitor events.
- 7.13. Competitors and personnel will be covered under the applicable CAWA travel insurance for the approved dates, subject to the terms and conditions of the policy.
- 7.14. Parents, competitors, and personnel who extend their stay will require their own travel insurance to cover the extended time.
- 7.15. Except where an alternative arrangement under section 8 applies, all team members must stay at the official accommodation. State Team competitors are under the care and responsibility of

CAWA until the release date and time, which will be advised in advance. Early release of competitors at the end of the competition or celebration activities must be requested in writing and approved by the State Team Manager.

- 7.16. Parents and family members are required to stay at accommodation separate from the CAWA State Team accommodation.
- 7.17. Parents and family members are not to visit the team accommodation at any time unless authorised by the State Team Manager. This clause does not prevent access where reasonably required for the safety, welfare, or medical needs of a competitor, or where required under applicable safeguarding requirements.
- 7.18. Parents may contact the State Team Manager or a nominated member of personnel during daytime hours to make enquiries about their child, or to pass messages on. The State Team Manager may be contacted outside of these hours if there is an emergency.
- 7.19. Parents, family members, and supporters are to follow the communication arrangements set out in clauses 7.10 and 7.18.
- 7.20. Parents, family members, and supporters may attend team functions or excursions by invitation only from team management.

8. Sport Integrity Australia, Safeguarding in Sport, Children and Young People Safe Practices – Travel and Accommodation Where SIA-Compliant Accommodation Cannot Be Sourced

- 8.1. State Team competitors must travel to and stay at Nationals with a parent or authorised caregiver for the full duration of the event. If a competitor's family is not attending Nationals, the family must arrange an authorised caregiver for the competitor. No State Team competitor may stay with State Team personnel at their accommodation unless the competitor is the personnel member's own child attending Nationals that year.
- 8.2. Parents or authorised caregivers will be responsible for organising and paying all airfares, accommodation, meals, incidental expenses, and transport to and from training sessions, team events, and competitions while attending Nationals.
- 8.3. Parents or authorised caregivers will ensure that the State Team competitor attends all required State Team training, team events, including spectating, and competitions while attending Nationals.
- 8.4. Parents or authorised caregivers, family members, and supporters may attend team functions or excursions by invitation only from team management.

9. Breach of Codes and Policies

- 9.1. State Team competitors and personnel will be expected to undertake the following commitments:
 - (a) To adhere to all CAWA and ACF policies and relevant codes of conduct;
 - (b) To comply with the Australian National Anti-Doping Policy (ANADP) as adopted by ACF and amended from time to time;
 - (c) To contribute to a positive and respectful State Team and broader calisthenics community. Concerns or disagreements regarding decisions of CAWA, ACF or State Team personnel should be raised appropriately and respectfully through the relevant channels. Inappropriate, abusive or disrespectful conduct may be addressed by the CAWA BoM in consultation with the State Team Manager.
 - (d) The CAWA Mission Statement and Values are located on the CAWA website and must be adhered to.

- 9.2. A State Team competitor may be subject to anti-doping testing in accordance with the applicable ANADP and SIA requirements.
- 9.3. Smoking, vaping, alcohol consumption, and illicit drug use are not permitted by State Team competitors or personnel while participating as part of the CAWA State Team.
- 9.4. No person may supply or administer alcohol, tobacco, vaping products, illicit drugs or medicines to a child or young person except as permitted by law and applicable safeguarding and medication requirements. Prescription and non-prescription medicines must be managed under an approved medication plan, with required consent, correct dosage, secure storage and appropriate records.
- 9.5. The State Team Manager, in consultation with the Team Coach and CAWA President, may take appropriate action in response to conduct that breaches applicable CAWA or ACF Policies, the CAWA Code of Conduct, or the CAWA State Team Agreement. Any action taken should be appropriate and proportionate to the circumstances. More serious breaches, or matters requiring formal disciplinary action, are to be referred to the BoM in accordance with the relevant CAWA processes. Where reasonably necessary to protect safety, wellbeing, or the effective operation of the State Team, the State Team Manager may take immediate interim action pending further consideration of the matter.

Breaches may result in any of the following consequences:

- (a) Verbal warning;
 - (b) Written warning;
 - (c) Removal from the team;
 - (d) Room changes while on tour;
 - (e) Being sent back to the team accommodation immediately following the breach;
 - (f) Banning from the celebration function;
 - (g) Suspension from representing WA at the National Championships for the following year;
 - (h) Suspension or exclusion from CAWA-sanctioned events and, where applicable, ACF events in accordance with applicable ACF rules and policies;
 - (i) Being sent home immediately from the National Championships at the individual's expense; and
 - (j) Any other action deemed appropriate and fair by the CAWA BoM.
- 9.6. Any injury, safeguarding concern, significant incident, or near miss arising in connection with the State Team must be reported promptly in accordance with applicable CAWA, ACF, and SIA reporting requirements.
 - 9.7. Nothing in this section limits any reporting, referral, or disciplinary process required under applicable CAWA, ACF, or SIA requirements.

10. Use of Social Media and Electronic Communication

- 10.1. Public accounts or groups using the CAWA name, logo or branding, or implying official CAWA endorsement, require prior approval from the BoM.
- 10.2. Use of the CAWA logo or official branding requires prior approval from the BoM. Social media content connected with CAWA must reflect the Mission and Values of CAWA. State Team competitors, coaches, and personnel are responsible for public content they publish or share in connection with CAWA.
- 10.3. Photographs or videos of competitors and team may only be taken, used, or shared in accordance with CAWA consent, privacy, and media requirements. CAWA-published photographs may be shared to social media groups and private accounts.
- 10.4. Official State Team social media groups must have designated administrators, appropriate moderation and access controls, and be monitored by the State Team Manager or BoM. Groups must be reviewed or closed when no longer required.

- 10.5. The following requirements apply to email and other electronic communication connected with the State Team:
- (a) Communications must not contain abusive, defamatory, demeaning, or otherwise inappropriate criticism of other bodies or people;
 - (b) Communications should not use an abusive or demeaning tone;
 - (c) Highly sensitive or confidential material should not be communicated unless appropriately authorised;
 - (d) Communications must be respectful, relevant, and consistent with privacy, confidentiality, and applicable social media requirements. Abusive, demeaning, harassing, discriminatory, threatening, or otherwise prohibited conduct is not permitted; and
 - (e) Communications between an adult in a position of authority and a child or young person must use approved channels and comply with current Children and Young People Safe Practices. Where required by those practices, a parent, carer or second authorised adult must be included. Private, secretive, sexualised or otherwise inappropriate communication is prohibited.

11. Consent to Publication and Recording

- 11.1. Coaches and Assistant Coaches appointed to the State Team agree that choreography created for a CAWA State Team may be used by CAWA and/or ACF for the promotion and development of calisthenics. The choreography may be recorded in various forms of media and made available for sale by means of digital recording, live streaming, or other approved formats.
- 11.2. Acceptance of a position with the State Team, whether as a competitor, coach, or member of State Team personnel, requires completion of the relevant consent and privacy documentation. Subject to those consents, the following apply:
- (a) Information provided to the State Team may be used by CAWA for the administration of calisthenics and may be provided to ACF where required for the administration of the sport at a national level. Personal information will be managed in accordance with applicable CAWA privacy requirements. Individuals may request access to their personal information held by CAWA.
 - (b) The member's name, but not their address, may be published in CAWA newsletters, on the CAWA website and social media, and in reports relating to the State Team and National Championships.
 - (c) The member may be photographed, and any photograph may be used in any newsletter (whether printed or electronic), posted on the CAWA website or social media, or used for promotion of calisthenics.
 - (d) Videos may be taken of the member while training for family keepsakes by their parents, carer, or other approved person, for coaching purposes by or for coaching staff, or for adjudicators purposes by or for adjudicators, in accordance with applicable safeguarding, consent, privacy, and media requirements
 - (e) Parents or carers may record their own child only during workshops and in accordance with any directions provided by CAWA or State Team personnel.

12. Infectious Disease, Injury and Mental Health Illness

- 12.1. Where an illness, injury, medical condition or mental health condition may materially affect a competitor's ability to participate safely in training, competition or State Team activities, CAWA may require appropriate medical or allied-health advice, clearance or a management plan.
- 12.2. Where a competitor is unable to train or compete, the State Team Manager, in consultation with the BoM, may advise the competitor's club and/or Competitions Committee of the

competitor's participation status where necessary. Medical and health information must be handled confidentially and only disclosed where authorised or otherwise required.

- 12.3. Should there be an occurrence or continuation of an infectious disease, physical injury or mental health illness within four weeks prior to the National Championships, any changes to the team will be at the discretion of the State Team Manager in consultation with the competitor's medical or allied-health practitioner and the Team Coach, with the written approval of the parent or adult competitor.
- 12.4. In the case of an infectious disease, the competitor is to remain away from class until cleared. In the case of physical injury or mental health illness, the competitor must attend class to spectate where possible, provided this is appropriate and consistent with relevant medical or allied-health advice.
- 12.5. Decisions under this section must be consistent with clause 1.5.