



NIDDRIE GYMNASTICS

Member Protection Policy

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CONTROLLING BODY: Niddrie Gymnastics Committee

1. PURPOSE OF OUR POLICY

The main objective of our Member Protection Policy is to maintain responsible behaviour and ethical and informed decision-making by participants in this club. This policy outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our club's activities.

2. WHO OUR POLICY APPLIES TO

The Niddrie Gymnastics Member Protection Policy applies to everyone involved in the club including committee members, administrators, coaches, officials, gymnasts, parents and spectators.

3. EXTENT OF OUR POLICY

Our policy covers unfair decisions (e.g. team selection), breaches of our code of behaviour and inappropriate behaviour that occurs at practice, at meetings, in the club rooms, at social events organised or sanctioned by the club (or our district, regional, state or national body), on away and overnight trips and any behaviour that brings or is likely to bring our club or sport into disrepute. It also covers behaviour where there is suspicion of harm towards a child or young person.

4. CLUB RESPONSIBILITIES

We will:

- Make any necessary amendments to our Constitution, rules or other policies to enable this policy to be enforceable;
- Implement and comply with our policy;
- Promote our policy to everyone involved in our club;
- Promote and model appropriate standards of behaviour at all times;

- Respond to breaches or complaints made under our policy promptly, fairly, and confidentially;
- Review this policy every 2 years; and
- Seek advice from, and if necessary or appropriate, refer serious issues to Gymnastics Victoria.

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national body request to be referred to them (e.g. conflict of interest).

5. INDIVIDUAL RESPONSIBILITIES

Everyone associated with our club must:

- Comply with the standards of behaviour outlined in our policy;
 - Treat others with respect;
 - Always place the safety and welfare of children above other considerations;
 - Be responsible and accountable for their behaviour; and
 - Follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.
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6. PROTECTION OF CHILDREN

6.1 Child protection

Child abuse involves conduct which puts children at risk of harm and takes a number of different forms including:

- Physical abuse – e.g. deliberately hurting (hitting, punching), providing alcohol or drugs, training that exceeds child's development or maturity;
- Sexual abuse – e.g. sexual acts or threats, inappropriate touching or conversations;
- Emotional abuse – e.g. ill-treating by threats, humiliation, intimidation; and
- Neglect – e.g. not providing child with basic necessities (food, drink, clothing), failing to protect a child from foreseeable risk of harm or injury. Abuse, is usually against the law.

We will take measures to protect children involved in our club from harm. We will do this by:

- Responding to all reports of abuse promptly, seriously and confidentially; \
- Complying with state/territory child protection laws and working with children check requirements (see attachment 2);
- Carefully selecting and screening people over the age of 16 years who will have regular supervisory contact with children;
- Promoting and enforcing our codes of behaviour, particularly for roles associated with children;
- Making information about child protection available, particularly for roles associated with children; and

- Adopting practices that provide the maximum opportunity for a child safe environment. Anyone who reasonably suspects that a child has been or is being abused must report their concerns to the police or relevant government agency. Advise the Club President that you have reported your concerns.

6.2 Supervision

Members of Niddrie Gymnastics must be supervised at all times by a responsible adult regardless of age. Level of supervision will be adequate and relative to the members' age, maturity, capabilities, level of experience, nature of activity and nature of venue. If a member is found unsupervised, the finding member should assume responsibility for the member's safety until the parent/guardian or supervisor can be found.

All members will be supervised until the end of each training session/event co-ordinated by Niddrie Gymnastics, until a parent or guardian has collected the member. Parents/Guardians must turn up on time to collect their child for reasons of courtesy and safety.

6.3 Transportation

Parents/guardians are responsible for transporting their children to and from club activities (e.g. training and competitions). Where our club makes arrangements for the transportation of children (e.g. for away or overnight trips), we will conduct a risk assessment that includes ensuring vehicles are adequately insured, the driver has a current and appropriate license for the vehicle being used and appropriate safety measures are available (e.g. fitted working seatbelts)

6.4 Taking Images of Children

Images of children can be used inappropriately or illegally. Our club requires that members, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used. Our club also requires the privacy of others to be respected and disallow the use of camera phones, videos and cameras inside changing areas, showers and toilets. If the club uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. We will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not display information about hobbies, likes/dislikes, school, etc as this information can be used as grooming tools by pedophiles or other persons. We will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport, displays its successes, etc.

7.5 Working with Children Check

The Working with Children (WWC) Check creates a mandatory minimum checking standard across Victoria. The Working with Children Act 2005 requires that some people who work or volunteer in child-related work require a WWC Check. The check involves a national police records check and a review of relevant findings from prescribed professional disciplinary bodies (currently only the Victorian Institute of Teaching). There is an exemption for volunteers whose own children are involved in the particular activity; however they should

still be required to complete the screening process. A person who has no criminal or professional disciplinary history will be granted an assessment notice. This notice will entitle the person to undertake child-related work in Victoria and is valid for five years (unless revoked). A person deemed unsuitable to work or volunteer with children will be given a negative notice and cannot work in child-related work in Victoria.

7. ANTI-HARASSMENT, DISCRIMINATION AND BULLYING

Our club opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race, and marital status.

Our club takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the club (see Responding to Complaints).

8. INCLUSIVE PRACTICES

Our club is welcoming and we will seek to include members from all areas of our community. Where possible we will include people with a disability in our club programs to enable participation. We will support and respect people from diverse cultures and religions to participate in our club and where possible will accommodate requests for flexibility.



NIDDRIE GYMNASTICS

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Complaints Procedure

RESPONDING TO COMPLAINTS

Our club takes all complaints seriously. Our club will handle complaints based on the principles of procedural fairness (natural justice), that is:

- All complaints will be taken seriously;
- Both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given full details of what is being said against them and have the opportunity to respond (give their side of the story);
- Irrelevant matters will not be taken into account;
- Decisions will be unbiased and fair; and
- Any penalties imposed will be fair and reasonable.

More serious complaints may be escalated to Gymnastics Victoria.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club will need to report the behaviour to the police and/or relevant government authority and our national body.

COMPLAINT HANDLING PROCESS

To ensure all complaints are handled promptly and effectively the Committee has implemented a Complaints Procedure Chart. This outlines the steps to be taken by parents when they have any concerns or complaints. Most issues can be resolved informally by making initial contact with a Coach or member of the Committee. If any problems are not resolved, a more formal complaint should be lodged with the appropriate person.

When a complaint is received by our club, the person receiving the complaint (e.g. Coach, Head Coach, Club President) will:

- Ask what the complainant would like to happen;
- Listen carefully and ask questions to understand the nature and extent of the problem;
- Explain the different options available to help resolve the problem;
- Take notes; and
- Maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate and necessary, with the resolution process.

This may involve:

- Supporting the person complaining to talk to the person being complained about
- Bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation);
- Gathering more information (e.g. from other people that may have seen the behaviour);
- Seeking advice from our district, regional, state and/or national body or from an external agency (e.g. State Department of Sport or anti-discrimination agency);
- Referring the complaint to our [district, regional, state or national] association; and/or
- Referring the complainant to an external agency such as a community mediation centre, police or antidiscrimination agency.

In situations where a complaint is referred to our [district, regional, state or national] association and an inquiry is conducted, the club will:

- Co-operate fully;
- Ensure the complainant and respondent are not victimised;
- Where applicable, ensure the complainant is not placed in an unsupervised situation with the respondent(s); and
- Act on our [district, regional, state or national] association's recommendations. At any stage of the process, a person can seek advice from or lodge a complaint with an anti-discrimination commission or other external agency.

REPORTING AND FOLLOW-UP

A Record of Complaint Form (attached) is to be completed by the person handling the complaint. Any formal complaints lodged will be escalated to the Committee.

DISCIPLINARY MEASURES

Our club will take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- Be applied consistent with any contractual and employment rules and requirements;
- Be fair and reasonable; and
- Be based on the evidence and information presented and the seriousness of the breach; Be determined by our Constitution, By Laws and the rules of the game.

Possible measures that may be taken include:

- Verbal and/or written apology;
- Counselling to address behaviour;
- Withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by our club;
- Suspension or termination of membership, participation or engagement in a role or activity;
- De-registration of accreditation for a period of time or permanently; and

- Any other form of discipline that our club considers reasonable and appropriate.



NIDDRIE GYMNASTICS

Member Protection Policy

Behaviour management

1. PURPOSE

NIDDRIE GYMNASTICS is committed to treating all participants in gymnastics with respect and dignity. Our Behaviour Management Policy has established standards of behaviour expected of gymnasts, parents/guardians, coaches, judges, officials, volunteers, administrators and spectators. The objective of the Policy is to provide a safe, enjoyable, supportive environment during training, competitions and events. Procedures are in place for dealing with breaches of the codes of behaviour.

2. CODES OF BEHAVIOUR

All involved in Niddrie Gymnastics will abide by the codes of behaviour, which outlines the minimum standard of behaviour expected of members:

- Gymnast Code of Behaviour;
 - Coach Code of Behaviour;
 - Judge Code of Behaviour;
 - Parent/Guardian/Spectator Code of Behaviour; and
 - Administrator's Code of Behaviour. Niddrie Gymnastics conducts training sessions to inform coaches and judges of their roles, responsibilities and the codes of behaviour and ethics.
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3. CONFIDENTIALITY and REPORTING

The management of Niddrie Gymnastics and coaching staff responsible for implementing this Behaviour Management Policy will keep confidential the names and details related to breaches of the codes of behaviour and ethics unless disclosure is necessary as part of the disciplinary or corrective process.



NIDDRIE GYMNASTICS

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General Code of Behaviour

NIDDRIE GYMNASTICS has adopted Gymnastics Australia's Member Protection Policy and Codes of Behaviour.

As a member of Gymnastics Australia, a member association or an affiliated club or a person required to comply with Gymnastics Australia's Member Protection Policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Gymnastics Australia, a member association or an affiliated club and in any role you hold within Gymnastics Australia, a member association or an affiliated club:

- Respect the rights, dignity and worth of others;
- Be fair, considerate and honest in all dealing with others;
- Be professional in, and accept responsibility for, your actions;
- Make a commitment to providing quality service;
- Be aware of, and maintain an uncompromising adherence to, Gymnastics Australia's standards, rules, regulations and policies;
- Operate within the rules of the sport including national and international guidelines which govern Gymnastics Australia, the member associations and the affiliated clubs;
- Do not use your involvement with Gymnastics Australia, a member association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of Gymnastics Australia, a member association or an affiliated club;
- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example;
- Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible;
- Refrain from any form of harassment of others;
- Refrain from any behaviour that may bring Gymnastics Australia, a member association or an affiliated club into disrepute;
- Provide a safe environment for the conduct of the activity;
- Show concern and caution towards others who may be sick or injured;
- Be a positive role model; and
- Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.



NIDDRIE GYMNASTICS

Member Protection Policy

Code of Behaviour - Gymnasts

NIDDRIE GYMNASTICS has adopted Gymnastics Australia's Member Protection Policy and Codes of Behaviour.

In addition to Gymnastics Australia's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Gymnastics Australia, a member association or an affiliated club and in your role as a participant in any activity held by or under the auspices of Gymnastics Australia, a member association or an affiliated club.

- Always train with a positive attitude, to be the best gymnast that you can be;
- Conduct yourself in a professional manner relating to language, temper and punctuality;
- Show respect to all coaches, judges, officials and other gymnasts and spectators;
- Be a role model for gymnastics, other gymnasts and your club;
- Respect the talent, potential and development of fellow participants and competitors;
- Be honest in your attitude and preparation to training. Work equally hard for yourself and your team;
- Cooperate with coaches and staff in the development of programs to adequately prepare you for competition at the highest level;
- Do not tolerate acts of aggression;
- Do not use derogatory language based on gender, race or impairment;
- Care for and respect the Club's equipment provided to you as part of your program;
- Keep your locker rooms clean and tidy;
- Immediately notify your coach if you injure yourself or you feel unwell to train or compete;
- Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements;
- At all times avoid intimate relationships with your coach;
- Show good sportsmanship at all times, regardless of results; and
- Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.

POLICY BREACHES AND CONSEQUENCES

If inappropriate behaviour does occur in gymnastic classes the following procedures will be followed:

- Coaches will remind the gymnast of the Gym Rules and Code of Behaviour and may sit them out from the next activity;
- If this behaviour continues, the coach will remove the gymnast from the class for 5 minutes. The gymnast will still be under supervision of coaches or the office staff; and
- If the behaviour continues, parents will be notified to collect their child from the gym. The coach will arrange a meeting with the gymnast and parent to discuss what action can be taken to solve the problem.



NIDDRIE GYMNASTICS

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Code of Behaviour - Coaches

NIDDRIE GYMNASTICS has adopted Gymnastics Australia's Member Protection Policy and Code of Ethics.

COACHES CODE OF ETHICS

In addition to Gymnastics Australia's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Gymnastics Australia, a member association or an affiliated club and in your role as a coach appointed by Gymnastics Australia, a member association or an affiliated club:

Abide by the rules of Gymnastics Australia as set forth in its constitution and by-laws:

- Follow procedures for enforcement of the Code of Ethics;
- Accept any judgments made; and
- Use the established procedures for challenging a competitive result, contesting a team selection decision, complaining about the conduct of another member, or attempting to change policy of Gymnastics Australia.

Direct your observations and recommendations regarding all aspects of gymnastics to the appropriate persons for the betterment of the sport:

- Be constructive with criticisms and direct comments and observations to the relevant individuals and organisations, to avoid gossip innuendo and malicious comment; and
- Respect the efforts of appointed and elected representatives of Gymnastics Australia.

Represent yourself and your coaching status in an honest and professional manner, without bringing the coaching profession or Gymnastics Australia into disrepute:

- Use your accreditation status and Technical Membership of GA to represent your ability in an honest manner, not to gain unwarranted favours;
- Be professional in and accept responsibility for your actions;
- Extend professional courtesy to other coaches, athletes and their parents by keeping them informed in matters relevant to athlete's training programs;
- Abide by and respect the regulations governing sport and the organisation and individuals administering those regulations;
- Be a role model for your sport and the athletes; and
- Respect the rights, dignity and worth of every human being within the conduct of your involvement in gymnastics.

Exercise a standard of care consistent with your competence and obligations as a coach:

- Show concern for the health, safety and welfare of athletes and colleagues;
- Coach within the limits of your competence as a coach;
- Follow GA safety guidelines in respect of the duty of care owed to the athlete;
- Provide planned and sequential training programs based on the individual developmental needs of athletes;
- Modify the training program for injured athletes based on appropriate medical advice when required; and
- Provide a safe environment for participants in training and competition.

Provide a quality service to your athletes and to the sport:

- Maintain or improve your current NCAS accreditation;
- Seek continual improvement through performance appraisal and ongoing coach education;
- Honour the responsibilities given to a coach by keeping all relevant qualifications up to date; and
- Work to ensure your athletes' time spent with me is a positive experience.

Promote and assist in the development of the coaching profession:

- Assist others to develop good attitudes, skills and knowledge relating to the sport; and
- Promote and assist in the education of other coaches.

Put athletes' welfare first; making decisions based on the best interests of your athlete's sporting, education and vocational careers:

- Acknowledge the individual talents and potential of athletes; and
- Maintain a balanced emphasis of sporting involvement within educational and career objectives.

Show leadership, and support efforts to remove the abuse of drugs in sport:

- Abide by the regulations of the relevant national and international sporting and government bodies; and
- Respect the health and dignity of athletes to compete on the basis of their abilities; within the rules of the sport of gymnastics. Encourage, by example, the removal of any form of personal abuse or inappropriate discrimination:
- Refrain from verbal, physical or emotional abuse;
- Refrain from any form of sexual harassment towards athletes and colleagues;
- Refrain from using the influence of a coaching position to encourage inappropriate intimacy between coach and athlete;
- Refrain from any discriminatory practices on the basis of race, religion, ethnic background, or special ability/disability of athletes; and
- Be alert to any forms of abuse towards your athletes from other sources whilst they are in your care.

Ensure physical contact with athletes is appropriate and necessary for the athletes' skill development:

- Ensure spotting methods and philosophy are consistent with established gymnastics principles; and

- Ensure spotting is used only to facilitate learning or safe performance.

COACHES CODE OF BEHAVIOUR

Coaches of Niddrie Gymnastics must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Niddrie Gymnastics, and at any other gymnastics event at which you shall be a representative of Niddrie Gymnastics, and or Gymnastics Victoria:

- Compliment and encourage all participants;
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the gymnasts;
- Place the safety and well-being of the participants and coaches above all others;
- Develop team respect. Condemn unsporting behaviour and promote respect for all opponents;
- Be aware of the role of the coach as an educator;
- As well as imparting knowledge and skills, promote desirable personal and social behaviors;
- Keep up to date with the latest trends in coaching and the principles of growth and development of young people;
- Be a good sport yourself. Actions speak louder than words;
- Remember you set an example. Your behaviour and comments should be positive and supportive;
- Operate within the rules and spirit of the sport and teach your athletes to do the same;
- Be polite and courteous to all officials and volunteers;
- Follow the advice of a physician when determining when an injured gymnast is ready to participate; and .
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

POLICY BREACHES AND CONSEQUENCES

In instances of inappropriate behaviour where coaches are in breach of the Code the following action will be taken:

- Warning and reminder of Code of Behaviour;
- Head Coach to address inappropriate behaviour; and
- If cannot be resolved by Head Coach then matter to be taken to Committee to address.



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Code of Behaviour - Judges

NIDDRIE GYMNASTICS has adopted Gymnastics Australia's Member Protection Policy and Code of Ethics.

As a Technical Member of Gymnastics Australia all judges must meet the following requirements as set down in the Gymnastics Australia Member Protection Policy. This Code of Behaviour is relevant to Judge's conduct during any activity held or sanctioned by Gymnastics Australia, a member association or an affiliated club.

In order to present a professional image and to judge objectively and accurately all judges should:

In General:

- Understand and abide by the Judges' Oath;
- Be fully conversant with the FIG Code of Points and/or any other published rules and regulations pertaining to the standard of gymnastics being judged;
- Actively maintain technical knowledge through ongoing review of the Code of Points, technical publications, video tapes and gym floor participation;
- Attend all pre-competition judges' meetings;
- Dress in a tidy fashion befitting the status and image of a judge;
- Be punctual for all official events;
- Avoid the use of derogatory language;
- Be prepared to counsel athletes and coaches regarding the athletes' performance after competitions; and
- Give adequate notice (at least 24 hours) if unable to attend an assigned judging session by your club.

When travelling with a team:

- Report any significant outcomes from the pre-competition meetings to the team coach;
- Be available to attend training sessions to advise on judging matters;
- Emphasise the spirit of the sport rather than the errors;
- Compliment and encourage all competitors;
- Be accountable for one's own judging performance; and
- Be a current Technical Member of Gymnastics Australia/State Association.

At competitions:

- Dress in the standard judge's uniform for competition;

- Be prepared for the competition by having all personal judging equipment and accessories readily available and by being conversant with the apparatus and exercises;
 - Be co-operative with competition organisers, floor managers, announcers and head judges;
 - Be quick and accurate in determining scores;
 - Be co-operative in judges' conferences and assist the head judge to arrive at the final score;
 - Be prepared to justify scores in a judges' conference; and
- Be consistent, objective and courteous at all times.

POLICY BREACHES AND CONSEQUENCES

In instances of inappropriate behaviour where judges are in breach of the Code the following action will be taken:

- Warning and reminder of Code of Behaviour;
- Head Coach to address inappropriate behaviour; and
- If cannot be resolved by Head Coach then matter to be taken to Committee to address.



NIDDRIE GYMNASTICS Member Protection Policy

Code of Behaviour - PARENTS/GUARDIANS and SPECTATORS

NIDDRIE GYMNASTICS has adopted Gymnastics Australia's Member Protection Policy and Codes of Behaviour.

To ensure that parents enjoy their child's sport of gymnastics both in training and when their child competes at all events representing Niddrie Gymnastics. The following guidelines and recommendations are provided:

- Encourage children to participate if they are interested. If they are not, don't force them;
- Focus on participating, reducing the emphasis on winning;
- Teach children that an honest effort is as important as victory, so that the result of each competition is accepted without undue disappointment;
- Encourage children to always play by the rules;
- Do not criticize children in front of others, but reserve constructive criticism for more private moments;
- Remember children are involved in sport for their enjoyment, not yours;
- Remember a child learns best by example. Applaud a good routine from all teams;
- Respect officials' decision and teach children to do likewise;
- Do not criticise opposing team members or supporters by word or gesture;
- Set a good example by your own conduct, behaviour and appearance;
- Support all efforts to remove verbal and physical abuse from sporting activities;
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion; and
- Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour. Code published: Parent Noticeboard, Website.

POLICY BREACHES AND CONSEQUENCES

In instances of inappropriate behaviour where parents or spectators are in breach of the Code the following action will be taken:

- Warning and reminder of Code of Behaviour;
- Exclusion of parent/guardian from the venue; and
- Removal of gymnast from future classes/competitions.



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Code of Behaviour - ADMINISTRATORS

NIDDRIE GYMNASTICS has adopted Gymnastics Australia's Member Protection Policy and Codes of Behaviour.

Administrators of Niddrie Gymnastics must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Niddrie Gymnastics, a member association or an affiliated club and in your role as an Administrator of Niddrie Gymnastics, a member association or an affiliated club:

- Conduct yourself in a professional manner with respect to punctuality;
- Give all people equal opportunities to participate;
- Assist with the creation of pathways for people to participate in club activities, not just as a participant but as a coach, judge or volunteer;
- Help coaches and officials highlight appropriate behaviour and skill development, and help improve standards of coaching and judging;
- Support coaches in their implementation of codes of conduct for participants;
- Ensure that everyone involved in the sport emphasises fair play, and not winning at all costs;
- Remember, you set an example. Your behaviour and comments should be positive and supportive;
- Support implementation of all policies and procedures of Gymnastics Australia, Gymnastics Victoria and Niddrie Gymnastics Club;
- Make it clear that abuse, whether verbal or physical is unacceptable and will result in disciplinary action;
- Be aware of all Codes of Behaviour for Coaches, Gymnasts, Judges, Parents and Spectators;
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion;
- Listen to suggestions from club members; and
- Involve club members in planning and decision making.

POLICY BREACHES AND CONSEQUENCES

Breaches of this code will be addressed through the Club Committee and escalated to Gymnastics Victoria if required.