



## **Gymnastics Victoria & Bentleigh McKinnon Gymnastics General Codes of Behaviour**

**This Club has adopted the Gymnastics Victoria's Child Safe and Child Friendly Policy. All persons associated with this club are still required to comply with all the relevant Gymnastics Victoria and Gymnastics Australia Policies.**



**GYMNASTICS VICTORIA & BENTLEIGH MCKINNONN GYMNASTICS (BMGC) CODES OF BEHAVIOUR** (as provided in the Gymnastics Victoria Member Protection Policy - part B released October 2016)

**1. GENERAL CODE OF BEHAVIOUR**

Members or participants of GV & BMGC including an affiliated club or a person required to comply with this Policy, must meet the following requirements in regard to their conduct during any activity held or sanctioned by GV & BMGC -

- (a) Respect the rights, dignity and worth of others, and value their ideas and opinions;
- (b) Comply with the Child Protection Code of Conduct
- (c) BMGC and Gymnastics Australia values;
- (d) Be fair, considerate and honest in all dealings with others;
- (e) Be professional in, and accept responsibility for, their actions;
- (f) Make a commitment to providing quality service;
- (g) Maintain a duty of care to others involved in GV & BMGC or the club's programs (where a duty of care applies);
- (h) Comply with GV & BMGC and affiliated club guidelines, including this Policy, regarding appropriate physical contact with children;
- (i) Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as the words and actions of members of GV & BMGC set an example;
- (j) Avoid unaccompanied and unobserved activities with children to the greatest extent possible;
- (k) Establish and maintain an environment that is safe for the conduct of activities and for children;
- (l) Show concern and caution towards others who may be sick or injured;
- (m) Be a positive role model;
- (n) & BMGC standards, rules, regulations and policies, including this Policy;
- (o) Understand the repercussions if they breach, or are aware of any breaches of, this code of behaviour; and
- (p) Operate within the rules of the sport of gymnastics including national and international guidelines which govern GV and the affiliated clubs.



Members of GV & BMGC required to comply with this Policy, must not:

- (a) Shame, humiliate, oppress, belittle or degrade any person, particularly children;
- (b) Unlawfully discriminate against any child;
- (c) Engage in open discussions of a mature or adult nature in the presence of children;
- (d) Engage in any activity with a child that is likely to physically or emotionally harm them;
- (e) Initiate unnecessary physical contact with a child, or do things of a personal nature for them that they can do for themselves;
- (f) Be alone with a child unnecessarily and for more than the shortest possible time;
- (g) Develop a 'special' relationship with a specific child for their own needs;
- (h) Show favouritism to children through the provision of gifts or inappropriate attention;
- (i) Arrange contact, including online contact, with children outside the organisation's programs or activities;
- (j) Have contact with children under the influence of alcohol or illegal drugs;
- (k) Use inappropriate language in the presence of children;
- (l) Do anything that brings GV, BMGC or an affiliated club of the sport of gymnastics into disrepute or engage in conduct that is unbecoming;
- (m) Engage in any form of harassment of others; and
- (n) Use their involvement with GV, BMGC or an affiliated club to promote their own beliefs, behaviours or practices where these are inconsistent with those of GV, BMGC or an affiliated club.
- (o) Do anything that brings the Sport of Gymnastics, BMGC or Gymnastics Victoria into disrepute



## 2. COACHES' CODE OF ETHICS

In addition to GV's & BMGC General Code of Behaviour (Attachment B1), coaches must meet the following requirements in regard to their conduct during any activity held or sanctioned by GV or & BMGC and in their role as a coach appointed by GV or an affiliated club:

- (a) **Abide by the rules of GV & BMGC as set forth in its Constitution, By-Laws, policies, rules and regulations**
- (i) follow procedures for enforcement of the Code of Ethics;
  - (ii) accept any judgments made; and
  - (iii) 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 GV & BMGC.
  - (iv) Do nothing that brings GV & BMGC or the sport of gymnastics into disrepute.
- (b) **Direct observations and recommendations regarding all aspects of gymnastics to the appropriate persons for the betterment of the sport**
- (i) be constructive with criticisms and direct comments and observations to the relevant individuals and organisations, to avoid gossip, innuendo and malicious comment; and
  - (ii) respect the efforts of appointed and elected representatives of GV & BMGC .
- (c) **Represent themselves and their coaching status in an honest and professional manner, without bringing the coaching profession or GV & BMGC into disrepute**
- (i) coaches must use their accreditation status and Technical Membership of GV & BMGC to represent their ability in an honest manner, not to gain unwarranted favours;
  - (ii) be professional in and accept responsibility for one's own actions;
  - (iii) extend professional courtesy to other coaches, athletes and their parents by keeping them informed in matters relevant to athletes' training programs;
  - (iv) abide by and respect the regulations governing the sport of gymnastics and the organisation and individuals administering those regulations;
  - (v) be a role model for the sport of gymnastics and the athletes; and



- (vi) Avoid the use of derogatory language
  - (vii) respect the rights, dignity and worth of every human being within the conduct of one's own involvement in the sport of gymnastics.
- (d) Exercise a standard of care consistent with one's own competence and obligations as a coach**
- (i) show concern for the health, safety and welfare of athletes and colleagues;
  - (ii) coach within the limits of one's own competence as a coach;
  - (iii) follow GV & BMGC safety guidelines in respect of the duty of care owed to the athlete;
  - (iv) provide planned and sequential training programs based on the individual developmental needs of athletes;
  - (v) modify the training program for injured athletes based on appropriate medical advice when required; and
  - (vi) provide a safe environment for participants in training and competition.
- (e) Provide a quality service to one's own athletes and to the sport of gymnastics**
- (i) maintain or improve current National Coaching Accreditation Scheme accreditation;
  - (ii) seek continual improvement through performance appraisal and ongoing coach education;
  - (iii) honour the responsibilities given to a coach by keeping all relevant qualifications up to date; and
  - (iv) work to ensure athletes' time spent with a coach is a positive experience.
- (f) Promote and assist in the development of the coaching profession**
- (i) assist others to develop good attitudes, skills and knowledge relating to the sport; and
  - (ii) promote and assist in the education of other coaches.
- (g) Put athletes' welfare first, making decisions based on the best interests of their**



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**athletes' sporting, education and vocational careers**

- (i) acknowledge the individual talents and potential of athletes; and
  - (ii) maintain a balanced emphasis of sporting involvement within educational and career objectives.
- (h) Show leadership, and support efforts to remove the abuse of drugs in sport**
- (i) abide by the regulations of the relevant national and international sporting and government bodies; and
  - (ii) respect the health and dignity of athletes to compete on the basis of their abilities; within the rules of the sport of gymnastics.
- (i) Encourage, by example, the removal of any form of personal abuse or inappropriate discrimination**
- (i) refrain from verbal, physical or emotional abuse;
  - (ii) refrain from any form of sexual harassment towards athletes and colleagues;
  - (iii) refrain from using the influence of a coaching position to encourage inappropriate intimacy between coach and athlete;
  - (iv) refrain from any discriminatory practices against athletes; and
  - (v) be alert to any forms of abuse towards athletes from other sources whilst they are in the coach's care.
- (j) Ensure physical contact with athletes is appropriate and necessary for the athletes' skill development**
- (i) ensure spotting methods and philosophy are consistent with established gymnastics principles;
  - (ii) ensure spotting is used only to facilitate learning or safe performance;
  - (iii) do nothing that brings GV & BMGC or the sport of gymnastics into disrepute.



### 3. PARTICIPANT CODE OF BEHAVIOUR

In addition to GV & BMGC's General Code of Behaviour, participants must meet the following requirements in regard to their conduct during any activity held or sanctioned by GV & BMGC in their role as a participant in any activity held by or under the auspices of GV & BMGC:

- (a) Respect the rights, dignity and worth of fellow participants, coaches, officials and spectators;
- (b) Do not tolerate acts of aggression;
- (c) Respect the talent, potential and development of fellow participants and competitors;
- (d) Care for and respect the equipment provided to participants as part of their program;
- (e) Be frank and honest with their coaches concerning illness and injury and their ability to train fully within the program requirements;
- (f) At all times avoid intimate relationships with coaches;
- (g) Conduct themselves in a professional manner relating to language, temper and punctuality;
- (h) Avoid the use of derogatory language;
- (i) Maintain high personal behaviour standards at all times;
- (j) Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision;
- (k) Be honest in their attitude and preparation to training. Work equally hard for themselves and their team;
- (l) Cooperate with coaches and staff in the development of programs to adequately prepare them for competition at the highest level; and
- (m) Do nothing that brings GV, BMGC or the sport of gymnastics into disrepute.



#### 4. ADMINISTRATOR AND VOLUNTEER CODE OF BEHAVIOUR

In addition to GV & BMGC's General Code of Behaviour, administrators and volunteers must meet the following requirements in regard to their conduct during any activity held by or under the auspices of GV & {BMGC} in their role as an administrator or volunteer of GV & BMGC:

- (a) Involve people in planning, leadership, evaluation and decision making.
- (b) Give all people equal opportunities to participate;
- (c) Create pathways for people to participate in the sport of gymnastics, not just as an athlete but as a coach, judge, administrator etc.;
- (d) Ensure that rules, equipment and training schedules are modified to suit the age, ability and maturity level of participants;
- (e) Provide quality supervision and instruction for junior participants;
- (f) Remember that people participate for their enjoyment and benefit. Do not overemphasise awards;
- (g) Help coaches and judges highlight appropriate behaviour and skill development, and help improve the standards of coaching and judging;
- (h) Ensure that all involved in the sport of gymnastics emphasise fair play, not winning at all costs;
- (i) Set an example through positive and supportive behaviour and comments;
- (j) Support implementation of all policies of GV and affiliated clubs;
- (k) Make it clear that any abuse is unacceptable and will result in disciplinary action;
- (l) Avoid the use of derogatory language;
- (m) Respect the rights, dignity and worth of every person; and
- (n) Do nothing that brings GV, BMGC or the sport of gymnastics into disrepute.





## 5. PARENT/GUARDIAN CODE OF BEHAVIOUR

Parents/guardian of a participant in any activity held by, or under the auspices of, GV & BMGC or an affiliated club must meet the following requirements in regard to their conduct during any such activity or event:

- (a) Respect the rights, dignity and worth of others;
- (b) Remember that their child participates in sport for their own enjoyment, not that of the parent/guardian;
- (c) Focus on their child's efforts and performance rather than winning or losing;
- (d) Never ridicule or yell at their child or other children for making a mistake or losing a competition;
- (e) Show appreciation for good performance by all participants (including opposing participants);
- (f) Show appreciation for volunteers, coaches, judges and administrators;
- (g) Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as the words and actions of parents/guardians set an example;
- (h) Respect officials' decisions and teach children to do likewise;
- (i) Do not physically or verbally abuse or harass anyone associated with the sport of gymnastics (participant, coach, judge, administrator etc.). Report those that do to the relevant party;
- (j) Be a positive role model;
- (k) Allow fellow parents the respect they deserve in their viewing or involvement in their child's participation;
- (l) Avoid the use of derogatory language;
- (m) Be aware of the repercussions that any breaches of this code of behaviour may incur; and
- (n) Do nothing that brings GV, BMGC or the sport of gymnastics into disrepute.



## 6. SPECTATOR CODE OF BEHAVIOUR

Spectators of any activity held by, or under the auspices of, GV & BMGC must meet the following requirements in regard to their conduct during any such activity or event:

- (a) Respect the rights, dignity and worth of others;
- (b) Focus on the participants' efforts and performance rather than winning or losing;
- (c) Never ridicule or yell at participants for making a mistake or not winning a competition;
- (d) Show appreciation for good performance by all participants (including opposing participants);
- (e) Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as the words and actions of spectators set an example;
- (f) Respect officials' decisions and teach others to do likewise;
- (g) Do not physically or verbally abuse or harass anyone (participant, coach, judge, administrator, etc.). Report those that do to the relevant party;
- (h) Be a positive role model;
- (i) Review the photography policy for the appropriate event, club or state body' before taking photos or videos of participants;
- (j) Allow fellow spectators the respect they deserve in their viewing of the class/event;
- (k) Avoid the use of derogatory language;
- (l) Be aware of the repercussions that any breaches of this code of behaviour may incur; and
- (m) BMGC or the sport of gymnastics into disrepute.

