

GYMNASTS CODE OF CONDUCT

- Consider and accept the consequences of one's actions and decisions.
- Be a positive role model by displaying self control, respect, care and diligence towards your teammates, coaches and all involved in our sport.
- Refrain from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.
- Abide by all Waverley Gymnastics Centre, Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules and policies.
- Treat everyone in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Do not engage in any filming, recording, photography or use of mobile phones in change-rooms at WGC or any gymnastics event.
- Play by the rules.
- Work equally hard for yourself and for your team.
- Be a good sport. Acknowledge all good skills or routines whether they be by your teammates or from other clubs.
- Treat all other gymnasts as you would like to be treated. Do not interfere with, bully or take unfair advantage of another gymnast.
- Co-operate with your coach, team-mates and opponents. Without them there would be no competition.
- Never stand up to receive a medal before your name is called, even if you know you will receive it.
- Do not criticise judges or officials – they are there for your benefit.
- Accept all scores and decisions with good grace and sportsmanship.
- Train for yourself and for the “fun of it” and not just to please parents or coaches.
- Do not use derogatory language based on gender, race or disability.
- Be prepared that you can't always win. Be a fair winner and have good sportsmanship if you don't.
- Do not touch or use other people's property at the club or at any gymnastics events without permission.
- Accept all decisions regarding team selection and competitions with good grace and sportsmanship.
- Give it a “go” – many gymnastics skills are scary when you first learn them. Trust your coach and give them a try!
- Show respect to your teammates, WGC staff, and all other gymnasts.
- Always do everything you have been asked to the best of your ability, and always speak and act respectfully.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Be aware of what is written in the coaches, parents, judges and chaperones codes of conduct so that you know what appropriate behaviour from these adults is, and speak to another adult if you feel the behaviour is inappropriate.
- WGC is a smoke free organisation and requires all club members and visitors to maintain a 10 metre radius smoke free environment.
- No alcohol to be brought onto the premises, or consumed on team trips.

PARENTS CODE OF CONDUCT

- Be a positive role model by displaying self control, respect, care and diligence towards your daughter's coaches, teammates, parents and all involved in our sport.
- Ensure all communication (written and verbal) is done with respect, care and self control.
- Refrain from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.
- Abide by all Waverley Gymnastics Centre, Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules and policies.
- Treat everyone involved in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Focus on ensuring your child is enjoying the sport, and do not focus on results.
- 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 and decision of Officials and Judges.
- Do not criticise children in front of others, but reserve constructive criticism for more private moments – but leave any performance criticism to your coach!
- Children are involved in sport for their enjoyment, not yours.
- A child learns best by example. Applaud good skills and routines by all teams & congratulate all gymnasts, regardless of the outcome.
- Accept decisions of judges as being fair & called to the best of their ability. Do not raise issues of disagreement publicly.
- Set a good example by your conduct, behaviour and appearance.
- Don't use derogatory language based on gender, race or impairment.

- **Do not criticise coaches or gymnasts (particularly in the foyer).** – if you have a concern, make a time to see your coach or club coordinator.
- Never scold a child for making a mistake. Be positive.
- For serious issues or questions (such as gymnast behaviour/training concerns or team selection) please ensure any discussion with coaches is done in a private place (not the foyer).
- Encourage children to participate if they are interested. If they are not, don't force them.
- Show respect for your team's opponents, do not criticise them, without them, there would be no competition.
- Do not criticise coaches, gymnasts or judges during competitions – be an ambassador for our club.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- If you have a concern, speak with your coach or administration staff, do not share your frustrations on social media.
- Encourage your child to speak to the coach if they have a question or concern, do not let them share their concerns on social media.
- Do not raise your voice or speak rudely to any member of the WGC staff – particularly when on club premises or at any gymnastics event and never in front of other parents or gymnasts. Make a time to meet & discuss it calmly.
- Respect the Rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Respect the club's policy of not watching training (except during open weeks) to allow your daughters independence to flourish and give her the best chance of success in the sport.
- WGC is a smoke free organisation and requires all club members and visitors to maintain a 10 meter radius smoke free environment.
- If you have a question, concern or complaint follow appropriate channels as per the WGC questions, concerns and complaints procedure.

COACHES CODE OF CONDUCT

- Be a positive role model by displaying self control, respect, care and diligence towards your athletes, teammates, parents and all involved in our sport.
- Provide a safe, welcoming and inclusive environment that places health, welfare and wellbeing of participants above all else.
- Comply with all Waverley Gymnastics Centre, Gymnastics Victoria, Gymnastics Australia and Victorian child safety standards.
- Abide by all Waverley Gymnastics Centre, Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules and policies.
- Take all reasonable steps to ensure equipment, facilities and programs meet health and safety standards, and are appropriate to the age and ability of participants.
- Be aware of and support policies and practices in relation to injury management, return to play and child safe standards.
- Report any safety issues to the appropriate authorities.
- Treat everyone involved in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Refrain from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.
- If travelling with a team, there is to be no consumption of alcohol in front of athletes, and no smoking in front of athletes or at the team hotel.
- Be reasonable in your demands on young gymnasts' time, energy and enthusiasm.
- Provide a positive environment for gymnasts, fellow coaches and colleagues when at WGC by using positive verbal and body language as much as you can.
- Remember that children participate for fun and enjoyment, and that winning is only part of their motivation.
- Never ridicule children for making mistakes or losing.
- Focus on what gymnasts can control at competitions like their skill technique and do not focus on scores and results.
- The scheduling/length of practice times should take into consideration the maturity level of gymnasts.
- Report to management and document any conversations with gymnast or parents that involve a child protection concern.
- Do not use belittling language to your gymnasts or fellow colleagues.
- Follow the advice of a physician when determining when an injured gymnast is ready to recommence training.
- Be aware of the role of the coach as an educator. As well as imparting knowledge and skills, promote desirable personal and social behaviours.
- Keep up to date with the changes in rules and regulations within gymnastics.
- Do your best to allow children to reach their full potential in the sport of gymnastics.
- Ensure all gymnasts are receiving equal attention and opportunities.
- Do not spend time alone with a child, ensure there are always other children or other adults present.
- Any physical contact with a young person should be appropriate and necessary for the gymnasts skill development or safety.
- Raise all concerns, or problems with your immediate manager.

- Make sure all allegations or suspicions of abuse are recorded and acted upon by letting one of the WGC child protection officers know immediately.
- Conduct yourself in a manner consistent with your position as a positive role model for children and as a representative of WGC.
- For serious issues concerning a gymnast (such as behaviour/training concerns or team selection) ensure any discussion with parents takes place in a private place (not the foyer).
- Follow WGC's policies and guidelines around the safety of children as outlined in WGC's Child Protection policy.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, culture or religion.
- WGC is a smoke free organisation and requires all club members and visitors to maintain a 10 meter radius smoke free environment.
- No videoing or taking pictures on your personal phone in the gyms or change rooms and only on the podium at competitions.

ADMINISTRATORS CODE OF CONDUCT

- Provide a safe, welcoming and inclusive environment that places health, welfare and wellbeing of participants above all else.
- Comply with all Waverley Gymnastics Centre, Gymnastics Victoria, Gymnastics Australia and Victorian child safety standards.
- Take all reasonable steps to ensure equipment, facilities and programs meet health and safety standards, and are appropriate to the age and ability of participants.
- Be aware of and support policies and practices in relation to injury management, return to play and child safe standards.
- Abide by all Waverley Gymnastics Centre, Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules and policies.
- Refrain from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.
- Treat everyone involved in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Report any safety issues to the appropriate authorities.
- Ensure that one coach is not left in the gym with children by themselves.
- Encourage laughter and a sense of humour!
- Try to provide opportunities for participation in gymnastics to all children, regardless of ability, size, shape, gender, disability or ethnic origin wherever possible.
- WGC is a smoke free organisation and requires all club members and visitors to maintain a 10 meter radius smoke free environment.
- Equipment and facilities must be safe and appropriate for the ability level of participating children.
- Rules, equipment, length of competitions and training schedules should take into consideration the age, ability and maturity level of participating children.
- Ensure that adequate supervision is provided by qualified and competent coaches and officials capable of developing appropriate sports behaviour and skills.
- Remember that children participate for enjoyment.
- Provide clinics aimed at improving the standards of coaching and officiating, with an emphasis on appropriate sports behaviour and skills.
- Make it clear that abusing young people in any way is unacceptable and will result in disciplinary and likely police action.
- Distribute codes of conduct brochures to spectators, officials, parents, coaches and gymnasts.
- Promote education and learning amongst staff and create learning opportunities for all staff.
- Respect the Rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Involve young people in planning, leadership, evaluation and decision making related to the activity where possible.
- Ensure all club rules, policies and information are communicated appropriately to parents utilizing email, parent noticeboard and website where possible.
- If travelling with a team, there is to be no consumption of alcohol in front of athletes, and no smoking in front of athletes or at the team hotel.

COMMITTEE CODE OF CONDUCT

- Understand that as a Committee member you have a responsibility to other Committee members, the moral owners of the organisation, and to the employees, volunteers and members of WGC.
- Attend Committee meetings regularly and consider that missing three consecutive meetings without Committee approval serves as automatic resignation.
- Be prepared for the Committee meetings and ensure all policies scheduled for review have been reviewed carefully.
- Become familiar with the policies of WGC.

- Guide and promote members to follow the WGC policies and communication pathways.
- Make informed decisions and then support all decisions once they have been fully discussed and resolved by the Committee.
- Show respect for others and their opinions and respect the right of others to disagree.
- Actively discipline myself and other members of the WGC Committee by identifying Committee actions and conditions that run counter to WGC policies.
- Observe the highest standards of ethics, probity and professional conduct at all times. Ethical behaviours is not simply compliance with the prevailing legal requirements, it extends to honesty, equity, integrity and social responsibility in all dealings. It is behaviour that holds up to disclosure and to public scrutiny.
- Conduct yourself in a manner consistent with the good reputation of WGC and refrain from any conduct which might bring discredit to WGC or the sport of gymnastics.
- Understand that the operational running of the club is the responsibility of the WGC Director and ensure that communication with staff occurs through or in conjunction with the WGC Director.
- Act in the best interests of the whole organisation.
- Do not allow personal interests, or the interests of any associated person or organisation to conflict with the interests of WGC.
- Disclose any personal interest or potential conflicts of interest.
- Do not bring personal issues to the Committee, instead follow the communication pathways set for all members.
- Confidential information received in the course of the exercise of duties remains the property of WGC and it is improper to disclose it, or allow it to be disclosed, unless that disclosure has been authorised by the person from whom the information is provided, or is required by law.
- Do not make improper use of information acquired as a Committee Member and respect the confidentiality of the Committee debate and deliberation. Do not disclose information gained from Committee privilege until such information has been officially distributed.
- Provide a safe, welcoming and inclusive environment that places health, welfare and wellbeing of participants above all else.
- Abide by all Waverley Gymnastics Centre, Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules and policies.
- Refrain from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.
- Treat everyone involved in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Respect the Rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

CHAPERONES CODE OF CONDUCT

- Abide by all Waverley Gymnastics Centre, Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules and policies.
- WGC is a smoke free organisation and requires all club members and visitors to maintain a 10 meter radius smoke free environment.
- If travelling with a team, there is to be no consumption of alcohol in front of athletes, and no smoking in front of athletes or at the team hotel.
- Be reasonable in your demands on young gymnasts' time, energy and enthusiasm.
- Remember that children participate for fun & enjoyment and that winning is only part of their motivation. Never ridicule children for making mistakes or losing.
- Ensure that accommodation & facilities meet safety standards and are appropriate for the age of gymnasts.
- Develop team respect for the ability of opponents as well as for the judgement of officials and opposing coaches.
- Ensure that the time gymnasts spend with you is a positive experience. All young people are deserving of equal attention and opportunities.
- Any physical contact with a young person should be appropriate and necessary for the gymnasts safety or preparation (i.e. putting up hair for a competition).
- Raise all concerns, or problems with your trip manager.
- Make sure all allegations or suspicions of abuse are recorded and acted upon.
- Conduct yourself in a manner consistent with your position as a positive role model for children and as a representative of WGC.
- Do not engage in rough physical games including horseplay.
- Do not hold, kiss, cuddle or touch children in an inappropriate and/or culturally insensitive way.
- Do not make sexually suggestive comments to a child (even as a joke).
- Do not do things of a personal nature that a child can do for themselves such as going to the toilet or changing clothes.
- Do not spend time alone with a child, ensure there are always other children or other adults present.
- Within your role as a chaperone do not take a child to your home, or encourage meetings outside the program activity.

- Follow WGC's policies and guidelines around the safety of children as outlined in WGC's Child Protection policy.
- Respect the Rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

JUDGES CODE OF CONDUCT

- WGC is a smoke free organisation and requires all club members and visitors to maintain a 10 meter radius smoke free environment.
- Interpret rules and regulations fairly and to the best of your abilities.
- Be consistent, objective and courteous in calling all violations.
- Publicly encourage rule changes which will reinforce the principles of participation for fun and enjoyment.
- Actions speak louder than words. Ensure that both on and off the gym your behaviour is consistent with the principles of good sportsmanship.
- Make a personal commitment to keep yourself informed of any new or changing judging requirements and the principles of growth and development of children.
- Help the education process in gymnastics. Judges can help gymnasts and coaches maximise gymnasts potential by ensuring requirements are understood, and by encouraging good sportsmanship.
- Adhere to all judging rules and remember you are representing Waverley at every event you attend, set a standard for yourself.
- Be appropriately dressed at all competitions.
- Attend all workshops appropriate to your level.
- If travelling with a team, there is to be no consumption of alcohol in front of athletes, and no smoking in front of athletes or at the team hotel.
- Treat everyone involved in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Refrain from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.
- Abide by all Waverley Gymnastics Centre, Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules and policies.
- Provide a positive environment for gymnasts, fellow coaches and colleagues when at WGC by using positive verbal and body language as much as you can.
- Report to management and document any conversations with gymnast or parents that involve a child protection concern.
- Do not spend time alone with a child, ensure there are always other children or other adults present.

SPECTATORS CODE OF CONDUCT

- Remember children play sport for fun. They are not participating for the entertainment of spectators.
- Applaud good performances from each team. Congratulate all gymnasts regardless of outcome.
- Respect the judges decisions and scores.
- Never ridicule or scold a gymnast for making a mistake during competition. Be positive.
- Condemn the use of violence in any form, be it by spectators, coaches or gymnasts.
- Show respect for your team's opponents, without them, there would be no competition.
- Encourage gymnasts to obey rules & decisions of officials.
- Do not use foul language nor harass gymnasts, coaches or officials.
- Avoid use of derogatory language based on gender, race or impairment.
- Do not criticise coaches, gymnasts or judges during events – be an ambassador for your club.
- WGC is a smoke free organisation and requires all club members and visitors to maintain a 10 meter radius smoke free environment.