



West Coast Gymnasts Inc

CODES OF CONDUCT

Club Name: West Coast Gymnasts
Address: 1 /69 Truganina Road & 12/200 Camboon Road
CITY: MALAGA Postcode: 6090

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Position held: Treasurer Administrator

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West Coast Gymnasts *Inc*

PARTICIPANT'S CODE OF CONDUCT

As a participant of West Coast Gymnasts you are required to comply with:

- 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 own 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 criticize 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 to lose sometimes. Everyone wins and loses at some time. Be a fair winner and good loser.
- Do not touch or use other people’s property at the club or at any gymnastics events.
- 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, and all other gymnasts and coaches in the gym.
- Always put in 100%. If you put in everything you can, you can achieve your very best.
- Show respect to your coaches – 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 & chaperones codes of conduct so that you know what appropriate behaviour from these adults is.
- Always respect the club’s venue and equipment and treat these with care and consideration, ensuring that they always clean, properly maintained and handled with appropriate care.



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COACHES' CODE OF CONDUCT

As a Coach at West Coast Gymnasts you are required to comply with:

- 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 equipment & facilities meet safety standards and are appropriate to the age & ability of gymnasts.
- The scheduling/length of practice times should take into consideration the maturity level of gymnasts.
- Develop team respect for the ability of opponents as well as for judgement of officials & opposing coaches.
- 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.
- Seek to keep abreast of changes in gymnastics; ensure that the information used is up to date, appropriate to the needs of gymnasts and takes account of the principles of growth and development of children.
- Do your best to allow children to reach their full potential in the sport of gymnastics.
- Ensure that the time gymnasts spend with you is a positive experience. All young people are deserving of 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 gymnast's skill development or safety.
- Raise all concerns, or problems with your 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 West Coast Gymnasts.
- For serious issues concerning a gymnast (such as behaviour/training concerns or team selection) please ensure any discussion with parents is done in a private place (not the foyer).
- Follow West Coast Gymnasts' policies and guidelines around the safety of children as outlined in West Coast Gymnast's Child Protection policy.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, culture or religion.
- Maintain and update all necessary requirements for your accreditation level.



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PARENT'S CODE OF CONDUCT

As a Parent of a gymnast of West Coast Gymnasts you are required to comply with:

- Focus on enjoying the sport, reducing the emphasis on winning.
- Pay attention and abide to the signage within the clubs venue and always abide by the information set out in the clubs hand book and safety policy.
- 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!
- Remember children are involved in sport for their enjoyment, not yours.
- Remember 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 own conduct, behaviour and appearance.
- Do not use derogatory language based on gender, race or impairment.
- **Do not criticize coaches or gymnasts (particularly in the foyer).** Don't become "one of those parents" – if you have a concern, make a time to see your coach or club coordinator or express your criticisms away from the gym. Many gymnasts, parents & coaches have been hurt by this.
- Never scold a child for making a mistake during competition. 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 criticize 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.
- Do not raise your voice or speak rudely to any member of the West Coast Gymnasts 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.



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ADMINISTRATOR'S CODE OF CONDUCT

As an Administrator at West Coast Gymnasts you are required to comply with:

- Encourage laughter and a sense of humour!
- Ensure that opportunities for participation in gymnastics are made available to all children, regardless of ability, size, shape, gender, age, disability or ethnic origin wherever possible.
- 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 as children participate for enjoyment, downplay the importance of awards.
- 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 action.
- Where possible try and ensure that one coach is not left in the gym with children by themselves at any time.
- 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.



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SPECTATORS' CODE OF CONDUCT

As a spectator at West Coast Gymnasts you are required to comply with:

- ◆ 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 judge's 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 all 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.



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JUDGE'S CODE OF CONDUCT

As a Judge of West Coast Gymnasts you are required to comply with:

- ◆ Interpret rules and regulations fairly and to the best of your abilities.
- ◆ Be consistent, objective and courteous in calling all infractions.
- ◆ 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 floor 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 & development of children.
- ◆ Help the education process in gymnastics. Judges can help gymnasts & coaches maximise gymnasts potential by ensuring requirements are understood, and by encouraging good sportsmanship.
- ◆ Adhere to all judging rules and remember you are representing West Coast Gymnasts at every event you attend, set a standard for yourself.
- ◆ Maintain and update all necessary requirements for your accreditation level.



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CHAPERONE'S CODE OF CONDUCT

As a Chaperone at West Coast Gymnasts you are required to comply with:

- ◆ Be appropriately dressed at all competitions.
- ◆ Attend all workshops appropriate to your level.
- ◆ 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 judgment 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 of preparation (ie 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 West Coast Gymnasts.
- ◆ 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.
- ◆ Do not take a child to your home, or encourage meetings outside the program activity.
- ◆ Follow West Coast Gymnasts' policies and guidelines around the safety of children as outlined in West Coast Gymnasts' Child Protection policy.
- ◆ Respect the Rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion. CO



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CODE OF PROFESSIONAL RESPONSIBILITIES

This Code is designed to supplement the Coaches Code of Ethics and other club policies. West Coast Gymnasts Inc remains committed to its member protection policies and to maintaining the integrity of its personnel procedures.

This Code is a declaration of organisational values and a statement of enforceable standards of conduct. The procedures shall be consistent with current personnel policies and procedures and shall preserve rights of due process and confidentiality.

STANDARDS OF PROFESSIONAL CONDUCT

The West Coast Gymnasts Inc Code of Professional Responsibilities provides that employees shall:

- ◆ Comply with and abide by all rules, policies, procedures and guidelines operating within the club.
- ◆ Comply with and abide by all State and Federal laws and regulations.
- ◆ Comply with uniform and protective footwear requirements.
- ◆ Maintain the highest professional standards.
- ◆ Commit no act of forgery, or alteration of West Coast Gymnasts Inc documents or records.
- ◆ Commit no act of theft, damage or destruction of West Coast Gymnasts Inc or property.
- ◆ Cause no physical harm to any employee of West Coast Gymnasts Inc.
- ◆ Engage in no activity that obstructs the administration of disciplinary procedures or review and appointment procedures.
- ◆ Make no unauthorised commitments or promises binding West Coast Gymnasts Inc or any of its employees.
- ◆ Not give preferential treatment to any organisation, corporation or individual where the employee has personal or financial interest, direct or indirect, which conflicts with the performance of one's duties.
- ◆ Use West Coast Gymnasts Inc facilities, property and resources for the benefit of West Coast Gymnasts Inc and its clients.
- ◆ Treat all persons with respect and equality at the workplace. Maintain a friendly and courteous manner (remember, without our members we can't be in business).
- ◆ Report offensive behaviour of a customer or another employee immediately to the Manager/supervisor.
- ◆ Comply with Smoke-Free Policy and be sober and drug free when presenting for work.
- ◆ Inform the Executive Committee, or the Club Operations Manager, of any secondary employment in order to manage and resolve any conflicts of interest. For example, a conflict of interest occurs if an individual is engaged (as a paid staff member or volunteer) in the same, or similar role at another organisation.