



Codes of Conduct

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1. Policy Statement

The Code of Conduct is a framework that outlines the standards of behaviours and ethical conduct expected of all members, providing -specific principles to guide individual behaviour and decision-making. It is important to note that all members type listed below fall under the umbrella of Gymnastics Western Australia's Policies and Gymnastics Australia's National Integrity Framework including GA Child Safeguarding Policy, GA Member Protection Policy, GWA Membership Policy, and the GA National Integrity Framework

2. Definitions

Member: Refers to any person who has signed up for a membership with Pearl Coast Gymnastics Club, and includes the guardians or parents of a minor who has a membership with the club

Executives: Refers to the Pearl Coast Gymnastics Club President, Vice-President, Head Coach and other executives as defined by Pearl Coast Gymnastics Club where appropriate.

3. Review/Revision History

Date	Version	Comments
23/10/2024	1	Policy Implemented; Approved; Published to stakeholders

4. Scope

This policy applies to all Pearl Coast Gymnastics Club parents, guardians, spectators, family members, staff, participants, athletes, officials and volunteers. It applies to anyone who contributes to the clubs atmosphere or energy.

5. Objects of The Association

All member of Pearl Coast Gymnastics Club are required to adopt and act in respect to the Objects of the Association as detailed below:

- To promote and encourage participation in gymnastics to all persons regardless of race, sex, age, marital status, sexuality, intellectual or physical impairment;
- To provide for the conduct, encouragement, promotion and administration of gymnastics throughout the Broome area for the benefit of the Members;
- Work cooperatively with sporting clubs, associations, Gymnastics Australia and others to conduct, encourage, promote, advance, control and manage gymnastics in the Broome area; act, at all times, on behalf of and in the interest of the Club in the Broome area;

Our 3 key values are Fun, Fitness and Friendships.

The Objects listed above are enshrined in the Constitution.

6. Our Winning Ways

'Our Winning Ways' refers to the 8 key principles and values Pearl Coast Gymnastics Club operates under, and will ensure all aspects of our club adhere to these Winning Ways. These are the behaviours and attitudes we want members and staff of Pearl Coast Gymnastics Club to embody, in order to create the best possible experience for everyone.

- We Put People First
- We Build People
- We Crush Negativity
- We Embrace Failure
- We Work Together
- We Perform with Intent
- We Make a Difference
- We Are All In

7. Visual Representations

Pearl Coast Gymnastics Club may produce and distribute print or digital resources that include the Codes of Conduct listed in this policy in order to make the Codes of Conduct more accessible to young people, and more visually attractive to encourage members to read and refer to the Codes of Conduct regularly.

8. Athlete Code of Conduct

8.1 Scope

The 'Athlete Code of Conduct' applies to all persons who engage in gymnastics or non-gymnastics activities with Pearl Coast Gymnastics Club

- Adhere to the principles of fair play
- Respect the rights and dignity of every person including teammates, opponents, coaches and officials and never engage in behaviour that abuses, provokes or harasses others
- Respect the decision of coaches and officials and never argue with them
- Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others
- Always consider the safety and wellbeing of other participants before performance and results
- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking whilst in the presence of junior participants or spectators, or on Pearl Coast Gymnastics Club property
- Respect the environment, equipment and resources that I use
- Be kind, courteous, and show care to everyone I have contact with
- Learn and embody the Pearl Coast Gymnastics Values
- Be prepared and organised for training, doing all I can to arrive on time
- Wear appropriate clothing for training and remove all jewellery

- Follow all anti-doping regulations and not consume illegal substances
- Talk to a coach or Pearl Coast Gymnastics team member if I see something wrong, or feel uncomfortable / unsafe
- Communicate with a coach if I am feeling ill or am injured / in discomfort
- Collaborate and engage with my coaches and support team through listening, discussion and a positive attitude
- Follow the instructions of the coaching team
- Be a role model for the other gymnasts who are learning from my behaviour and represent the Club in a positive manner
- Train with intent and courage to maximise the opportunity to learn and improve
- Show commitment in and out of the gym and meet the required minimum attendance level
- Celebrate one another's success support my teammates in their training and performances

Embrace mistakes, failures and setbacks as opportunities to learn and grow have a whole lot of fun!

9. Staff Code of Conduct

9.1 Scope

The 'Coach Code of Conduct' applies to all staff, including but not limited to coaches (paid or voluntary), administration staff, volunteers and support staff, Coaches should not only abide by this Code of Conduct, but should embody the club's principles, values and Winning Ways when representing the club.

- Respect the rights and dignity of every person regardless of gender, race, ethnicity or sexual orientation
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse
- Ensure every person has equal opportunity to participate regardless of age, ability or experience
- Ensure that all equipment and activities meet safety standards and are appropriate to the age and abilities of every person
- Promote the principles of fair play and discourage unsportsmanlike conduct by any members
- Always consider the safety and wellbeing of participants before performance and results and follow the advice of a physician/medical officer in determining when an injured participant may return to training and competition
- Maintain respectful and appropriate relationships with every person, especially to participants to which you owe a duty of care
- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in an official capacity, or on Pearl Coast Gymnastics Club property
- Ensure coaching qualifications are up to date and accredited by Gymnastics Australia
- Follow the guidelines and rules set down by Pearl Coast Gymnastics Club
- Call out and refer to organization authorities all acts of unethical behavior, whether from athletes, officials, parents or spectators
- At all times act as a role model for others, displaying high standards of good sporting behavior
- Encourage gymnasts by using positive language
- Be a positive role model
- Demonstrate patience, composure and emotional regulation whilst coaching
- Embody the Pearl Coast Gymnastics Coaching Philosophies and Values
- Create a safe space for gymnasts and coaches to learn, play, fail, succeed and discover
- Represent the Club in a positive manner and act with professional integrity at all times
- Record and report all injuries and incidents using systems and processes provided by Pearl Coast Gymnastics
- Embrace failed performances as part of the learning process
- Put Gymnast-led coaching at the heart; always keeping the welfare of the gymnast as the primary concern
- Strive for Gymnast autonomy and integration into the decision making process
- Respect the training and medical history of the gymnast, and follow any credible advice and information presented to me
- Actively pursue continuous personal development
- Ask gymnasts for consent, prior to providing spotting assistance

- Respect the environment I'm working in and leave it as I found it
- Coach in attire that complies with industry standard clothing and jewellery policies
- Avoid any behaviour or action that puts another individual at risk
- Ask questions if I'm stuck

10. Official Code of Conduct

10.1 Scope

The following Code of Conduct applies to all officials including but not limited to judges, and applies to all officials representing the club, or performing their duties at a Pearl Coast Gymnastics Club event or venue. Officials representing the club should embody the principles, values, and Winning Ways of Pearl Coast Gymnastics Club, and abide by the following Code of Conduct at all times:

- Respect the rights and dignity of every person regardless of gender, race, ethnicity or sexual orientation
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse
- Always ensure the safety and wellbeing of athletes above all else
- Maintain respectful and appropriate relationships with every person, especially to the athletes
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions
- Avoid situations that may lead to or call into question conflict of interest
- Avoid engaging in verbal communication with coaches, officials, parents and spectators during competitions except in instances of medical emergencies or to call out acts of unethical behaviour
- At all times act as a role model for others, displaying high standards of good sporting behavior
- Never engage in inappropriate conduct including the use of offensive language whilst in an official capacity
- Adhere to the laws of the sport and the principles of fair play, ensuring that the spirit of competition is respected by all athletes, coaches and officials

11. Parents and Spectators Code of Conduct

11.1 Scope

This Code of Conduct applies to the following including but not limited to parents, guardians, visitors, guests, contractors, and spectators. Such persons should always act in good faith, and embody the principles, values and Winning Ways on Pearl Coast Gymnastics Club whenever being on Pearl Coast Gymnastics Club premises, or in attending an event hosted or not hosted by the club, but where they are representing the club at such event.

- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking whilst in the presence of junior participants or spectators or on Pearl Coast Gymnastics Club property
- Encourage athletes to play by the rules and to show respect to coaches, officials and opponents at all times
- Understand that sport is designed to be fun and that participating for enjoyment and wellbeing should always come before performance and results
- At all times act as a role model for others, displaying high standards of good sporting behavior
- Call out and refer to organization authorities all acts of unethical behavior, whether from athletes, coaches, officials, parents or spectators
- Participate in positive cheering that reinforces and encourages participant efforts
- support my child with attendance and commitment (ensuring punctuality of dropping off and collecting)
- Respect and demonstrate the Pearl Coast Gymnastics Club Values at all times

- Be respectful of fellow parents, coaches, Gymnasts and other officials
- Recognise and respect the importance of the journey and the process itself - not just the results
- Respect the decisions and expertise of the Pearl Coast Gymnastics coaching team
- Maintain a long term perspective on my child's development
- Remember that parents are spectators and not participants of the sport
- Notify Pearl Coast Gymnastics when my child is unable to attend sessions
- Ensure timely payment of all fees
- Keep Pearl Coast Gymnastics informed with important updates regarding my child that may impact their wellbeing or performance
- Approach Pearl Coast Gymnastics to discuss any concerns as the first port of call
- Pre-arrange discussions with the Pearl Coast Gymnastics coaching team at a time of mutual convenience, outside of training hours
- Embrace failed performances as part of the learning process

12. Committee Member Code of Conduct

12.1 Scope

The following Code of Conduct applies to all members of the Pearl Coast Gymnastics Club committee:

- Promote and respect the rights and dignity of every person regardless of gender, race, ethnicity or sexual orientation and ensure that the organisation promotes a safe and inclusive environment
- Protect the integrity of sport at all times by ensuring that the behaviour and conduct of every person is consistent with the laws of the game, the principles of fair play and the standards of safe and inclusive sport
- Protect the safety and wellbeing of members at all times by ensuring that appropriate safeguarding measures and policies are in place, easily accessible and understood by every person, and reviewed regularly
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions
- Make decisions in the best interests of your members and the sport
- Promote a safe and inclusive environment, in which every person feels welcomed and is protected and free from discrimination, harassment and abuse
- Ensure that all athletes, coaches, officials, parents and spectators place wellbeing and enjoyment ahead of performance and outcomes
- Create pathways that support athletes, coaches and officials to improve their skill development
- Provide equal opportunities for all athletes, coaches and officials to participate, regardless of their gender, ability or cultural background
- At all times act as a role model for others, displaying high standards of good sporting behavior
- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in an official capacity, or on Pearl Coast Gymnastics Club property
- Ensure that all members are made aware of their rights and responsibilities under the appropriate legislation including: Member Protection Policy, Code of Conduct, Child Safe Policy and Anti-discrimination Policy, and know the process by which to refer a complaint or breach

13. Breaches of Code of Conducts

13.1 Consequences at Discretion of Committee and Executives

Any consequences or punishments for persons found to have breached this policy or the Codes of Conduct listed in this policy will be at the discretion of the Pearl Coast Gymnastics Club committee and/or Executives.

13.2 Types of Consequences

Some of the types of consequences for breaching this policy include but are not limited to:

- Suspension of membership for an amount of time found to be reasonable in relation to the severity of the breach, at the discretion of the Committee or Executives
- Expulsion of member from Pearl Coast Gymnastics Club
- Removal of the member, guest or other persons from the venue
- Meeting with the member or members concerned and club staff
- Written warning to the member on the consequences for failing to cease the specified behavior
- Request to cease the breaching behavior immediately
- Referral to Gymnastics Australia
- Referral to Gymnastics Western Australia
- Referral to police, or relevant law enforcement agency, or government departments

13.3 Right to Appeal

There is not right of any member or other persons including visitors, parents, guardians, or any other person covered under this policy to appeal or request a review of the decision the Pearl Coast Gymnastics Club committee or Executives have made. The decision made is final.