



Gymnastics
Western Australia

Member Protection Policy

Part D - Role Specific Codes of Conduct



Department of
Sport and
Recreation



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Role- Specific Codes of Conduct

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Attachment D1: General Code of Conduct

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

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealing with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to, Gymnastics Western Australia's standards, rules, regulations and policies.
6. Operate within the rules of the sport including national and international guidelines which govern Gymnastics Western Australia, the member associations and the affiliated clubs.
7. Do not use your involvement with Gymnastics Western Australia, a member association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of Gymnastics Western Australia, a member association or an affiliated club.
8. 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.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment of others.
11. Refrain from any behaviour that may bring Gymnastics Western Australia, a member association or a Club Member into disrepute.
12. Provide a safe environment for the conduct of the activity.
13. Show concern and caution towards others who may be sick or injured.
14. Be a positive role model.
15. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

Attachment D2: Coaches Code of Ethics

In addition to Gymnastics Western 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 Western Australia, a member association or a Club Member and in your role as a coach appointed by Gymnastics Western Australia, a member association or a Club Member:

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;
- 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 Western 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;
- respect the efforts of appointed and elected representatives of Gymnastics; Western Australia.

Represent yourself and your coaching status in an honest and professional manner, without bringing the coaching profession or Gymnastics Western 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;
- 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 Gymnastics Western Australia 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;
- provide a safe environment for participants in training and competition.

Coaches Code of Ethics

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;
- work to ensure your athletes' time spent with you 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;
- 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;
- 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;
- 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;
- 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;
- ensure spotting is used only to facilitate learning or safe performance.

Attachment D3: Judges Code of Ethics

In addition to Gymnastics Western 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 Western Australia, a member association or a Club Member and in your role as an official appointed by Gymnastics Western Australia, a member association or a Club Member:

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

In General:

- understand and abide by the Judge's 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 judge's meetings
- dress in a tidy fashion benefiting 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 athlete's performance after competitions

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
- emphasis the spirit of the sport rather than the errors
- compliment and encourage all competitors
- be accountable for one's own judging performance
- be a current Technical Member of Gymnastics Australia

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 judge's conference
- be consistent, objective and courteous at all times

Attachment D4: Board Member Code of Conducts

In addition to Gymnastics Western 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 Western Australia, a member association or a Club Member and in your role as an official appointed by Gymnastics Western Australia, a member association or a Club Member:

Board Members are to:

1. Act honestly and in good faith at all times
2. Listen and respect opinions of fellow colleagues
3. Perform the duties of his/her office impartially, uninfluenced by fear or favour.
4. Act in accordance with their fiduciary duties, complying with the spirit as well as the letter of the law, recognising both the legal and moral duties of the role.
5. Declare all interests that could result in an actual or perceived conflict between personal and organisational interests.
6. Not engage in conduct likely to bring discredit upon the Association
7. Be diligent, and devote sufficient time to gymnastic matters to remain informed
8. Not disclose to any other person confidential information other than as agreed by the Board or as required under law
9. Abide by Board decisions once reached.

The Board shall:

1. Once decisions are made, speak with one voice. Noting where requested, differing voting opinions are able to be reflected in the Board minutes.
2. Ensure there is an appropriate separation of duties and responsibilities between itself and the Executive Director.
3. Regularly review its own performance as the basis for its own development and quality assurance.
4. Carry out its meetings in such a manner as to ensure fair and full participation of all Board Members.
5. Ensure GWA assets are protected via a suitable risk management strategy.
6. Meet its responsibility to ensure that all employers are treated with due respect and are provided with a working environment and working conditions that meet all reasonable standards of employment as defined in relevant workplace legislation.

Attachment D5: Sports Management Committee Code of Conduct

In addition to Gymnastics Western 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 Western Australia, a member association or an affiliated club and in your role as an official appointed by Gymnastics Western Australia, a member association or a Club Member:

SMC Members are to:

1. Take all realistic steps to place themselves in a position to uphold and monitor the management and direction of their respective gymsport.
2. Act honestly, ethically, professionally and in good faith at all times, in the interest of the gymsport as a whole.
3. Avoid any actual or potential conflict between the obligations owed to the gymsport and personal interest or other duties.
4. Be aware of, and follow Gymnastics Western Australia standards, rules, regulations and policies of the Association and decision made by the GWA Board.
5. Be professional in, and accept responsibility for all actions.
6. Keep confidential information obtained and maintain strict impartiality.
7. As a member of the Sports Management Committee it will be perceived by Club Members and Technical Members, at any SMC meeting that you are representing the Association.

Attachment D6: Participants Code of Behaviour

In addition to Gymnastics Western Australia's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Gymnastics Western Australia, a member association or a Club Member and in your role as a volunteer of Gymnastics Western Australia, a member association or a Club Member:

1. Play by the rules.
2. Never argue with an official. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
3. Control your temper. Verbal abuse of officials, sledging other players or deliberately distracting or provoking an opponent is not acceptable or permitted behaviours in any sport.
4. Work equally hard for yourself and/or your team. Your team's performance will benefit and so will you.
5. Be a good sport. Applaud all good plays whether they are made by your team or the opposition.
6. Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
7. Cooperate with your coach, team-mates and opponents. Without them, there would be no competition.
8. Participate for your own enjoyment and benefit, not just to please your parents and coaches.
9. Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

Attachment D7: Volunteer Code of Behaviour

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

1. Involve people in planning, leadership, evaluation and decision making.
2. Give all people equal opportunities to participate.
3. Create pathways for people to participate in sport, not just as an athlete but as a coach, referee, administrator, etc.
4. Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of participants.
5. Provide quality supervision and instruction for junior participants.
6. Remember that people participate for their enjoyment and benefit. Do not over emphasis awards.
7. Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and judging.
8. Ensure that all involved in the sport emphasises fair play, not winning at all costs.
9. Remember, you set an example. Your behaviour and comments should be positive and supportive.
10. Support implementation of all policies of Gymnastics Western Australia, and the club.
11. Make it clear that any abuse is unacceptable and will result in disciplinary action.
12. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Attachment D8: Parent / Guardian Code of Behaviour

As a parent of a participant in any activity held by or under the auspices of Gymnastics Western Australia, a member association or a Club Member, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rights, dignity and worth of others.
2. Remember that your child participates in sport for their own enjoyment, not yours.
3. Focus on your child's efforts and performance rather than winning or losing.
4. Never ridicule or yell at your child and other children for making a mistake or losing a competition.
5. Show appreciation for good performance by all participants (including opposing participants).
6. Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
7. Respect officials' decisions and teach children to do likewise.
8. Do not physically or verbally abuse or harass anyone associated with the sport (participant, coach, judge, etc).
9. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
10. Be a positive role model.
11. Allow fellow parents the respect they deserve in their viewing or involvement in their child's participation.
12. Be aware of the repercussions that any breaches of this code of behaviour may incur.

Attachment D9: Spectator Code of Conduct

As a spectator of any activity held by or under the auspices of Gymnastics Western Australia, a member association or a Club Member, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rights, dignity and worth of others.
2. Focus on the participants' efforts and performance rather than winning or losing.
3. Never ridicule or yell at participants for making a mistake or not winning a competition.
4. Show appreciation for good performance by all participants (including opposing participants).
5. Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
6. Respect officials' decisions and teach participants to do likewise.
7. Do not physically or verbally abuse or harass anyone (participant, coach, judge, administrator, etc). Report those that do to the relevant party.
8. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
9. Be a positive role model.
10. Check and understand the appropriate club or Gymnastics Western Australia policy on photography of participants before taking photos.
11. Allow fellow spectators the respect they deserve in their viewing of the class/event.
12. Be aware of the repercussions that any breaches of this code of behaviour may incur.