



# Gymnastics WA Member Protection Policy

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# Policy Framework

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# Preface

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## Preface

Gymnastics Western Australia policy has been developed to serve the best interest of its members. It clearly outlines the roles and responsibilities and expected behaviour of all members, employees, volunteers and visitors at Gymnastics Western Australia.

Gymnastics Western Australia is committed to provide an environment safe for children, which is free from harassment and abuse for everyone, and promotes respectful and positive behaviour and values.

The Membership Protection Policy provides a code of conduct forming the basis of appropriate and ethical conduct which everyone must abide by.

Gymnastics Western Australia is committed to the principles of The Essence of Australian Sport – principles of fairness, respect, responsibility and safety.

The Membership Protection policy is an essential part of Gymnastics Western Australia's proactive and preventative approach to tackling inappropriate behaviour.

Gymnastics Western Australia's is committed to ensuring that everyone associated with the association complies with the policy.

# Part A: Membership Protection Policy

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## 1. Gymnastics Western Australia Core Values

**Vision**     Gymnastics for everybody

### **Desired Futures**

***establish***

gymnastics as a lifelong experience

***promote***

gymnastics as a lifestyle activity

***increase***

gymnastic participation and retention rates

***position***

gymnastics at the forefront of sport and physical activity

***support***

a gymnastic organisation which meets the community's needs

### **Core Values**

- provide an environment for participants to pursue their interest in gymnastics regardless of their ethnicity, gender, religion, abilities and age.
- strive for resolution as opposed to compromise.
- include not exclude.
- recognise our limitations and be willing to call upon the expertise of outside people if required.
- conduct all activities in a safe, supportive and enjoyable environment.
- recognise the importance of the contribution made by volunteers.
- support the sport at local, state, national and international levels to optimise opportunities for all gymnasts.
- apply the highest legal, moral and ethical standard in all our personal and business dealings.
- coaches are exposed to privileged information and at no stage shall a coach poach gymnasts or pass on any privileged information which may lead to the poaching of gymnasts.

## 2. Purpose

This Member Protection Policy aims to ensure our core values, good reputation and positive behaviours and attitudes are maintained. It assists us in ensuring that every person involved in our sport is treated with respect and dignity, and is safe and protected from abuse. This policy also ensures that everyone involved in our sport is aware of his or her legal and ethical rights and responsibilities. This policy also reflects our support and implementation of the sport industry principles

and values outlined in **The Essence of Australian Sport** – principles of fairness, respect, responsibility and safety.

The policy attachments provide the procedures that support our commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport. As part of this commitment, Gymnastics Western Australia (GWA) will take disciplinary action against any person or organisation bound by this policy if they breach it

This policy has been endorsed by Gymnastics Western Australia Board and has been adopted as one of GWA's official policies. The policy will operate until replaced. This policy and/or its attachments may be amended from time to time by the GWA Board. Copies of the policy and its attachments can be obtained from our website [www.gymnasticswa.asn.au](http://www.gymnasticswa.asn.au) or from Gymnastics Western Australia (08) 9228 9399

### 3. Policy Coverage

This policy applies to the following, whether they are in a paid or unpaid/voluntary capacity:

- Individuals sitting on boards, committees and sub-committees;
- Employees and volunteers;
- Support personnel (e.g. managers, physiotherapists, psychologists, masseurs, sport trainers);
- Coaches and assistant coaches;
- Athletes and players;
- Judges and other officials;
- Members, including life members;
- Member associations;
- Affiliated clubs and associated organisations;
- Peak associations and the national body;
- Any other person or organisation that is a member of or affiliated to Gymnastics Western Australia
- Parents, guardians, spectators and sponsors to the full extent that is possible.

This policy will continue to apply to a person even after they have stopped their association or employment with Gymnastics Western Australia if disciplinary action, relating to an allegation of child abuse against that person, has commenced.

## **4. Roles and Responsibilities**

### **4.1. Code of Conduct**

Gymnastics Western Australia requires every individual and organisation bound by this policy to:

- Be ethical, fair and honest in all their dealings with other people and Gymnastics Western Australia;
- Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- Always place the safety and welfare of children above other considerations;
- Comply with Gymnastics Western Australia's Statement of Purposes and Rules, regulations, by-laws and policies including this Member Protection Policy;
- Operate within the rules and spirit of the sport;
- Comply with all relevant Australian laws (Federal and State), particularly anti-discrimination and child protection laws;
- Be responsible and accountable for their conduct; and
- Abide by the relevant Role-Specific Codes of Conduct outlined in Part D of this policy.

### **4.2. Organisational Responsibilities**

Gymnastics Western Australia, and all members of Gymnastics WA must:

- Adopt, implement and comply with this policy;
- Publish, distribute and otherwise promote this policy and the consequences for breaching it;
- Promote appropriate standards of conduct at all times;
- Promptly deal with any breaches of or complaints made under this policy in an impartial, sensitive, fair, timely and confidential manner;
- Apply this policy consistently without fear or favour;
- Recognise and enforce any penalty imposed under this policy;
- Ensure that a copy of this policy is available or accessible to the persons to whom this policy applies
- Appoint or have access to appropriately trained people to receive and handle complaints and allegations and display the names and contact details in a way that is readily accessible; and

- Monitor and review this policy at least annually.

### **4.3. Individual Responsibilities**

Individuals bound by this policy are responsible for:

- Making themselves aware of the policy and complying with the standards of conduct outlined in this policy;
- Consenting to a Working with Children's check if the individual holds or applies for a role that involves direct or likely to involve contact and unsupervised contact with people under the age of 18 years;
- Complying with all other requirements of this policy;
- Co-operating in providing a child abuse, harassment and discrimination free sporting environment;
- Understanding the possible consequences of breaching this policy.

## **5. Policy Position Statements**

### **5.1. Child Protection Policy**

Every person and organisation bound by this policy must always place the safety and welfare of children above all other considerations.

Gymnastics Western Australia acknowledges that our staff and volunteers provide a valuable contribution to the positive experiences of our juniors. Gymnastics WA aims to ensure this continues and to protect the safety and welfare of its junior participants.

Several measures will be used to achieve this such as:

- Prohibiting any form of abuse against children;
- Providing opportunities for our juniors to contribute to and provide feedback on our program development;
- Carefully selecting and screening people whose role is likely to involve contact and unsupervised contact with children. Screening procedures are outlined in Part B of this policy.
- Ensuring GWA codes of conduct, particularly for roles associated with junior sport, are promoted, enforced and reviewed;
- Providing procedures for raising concerns or complaints (GWA's complaints procedure is outlined in Part C of this policy; and
- Providing education and/or information to those involved in our sport on child abuse and child protection.

Gymnastics Western Australia requires that any child who is abused or anyone who reasonably suspects that a child has been or is being abused by someone within our sport, to report it immediately to the police or relevant government agency and the Executive Director.

Descriptions of the sorts of activity which may be abuse are found in the Definitions in Clause 9.

All allegations of child abuse will be dealt with promptly, seriously, sensitively and confidentially. A person will not be victimised for reporting an allegation of child abuse and the privacy of all persons concerned will be respected. Our procedures for handling allegations of child abuse are outlined in attachment C:4 of this policy.

If anyone bound by this policy reasonably suspects that a child is being abused by his or her parent/s, they are advised to contact the Department of Child Protection in WA.

## **5.2. Anti – Discrimination and Harassment Policy**

Gymnastics Western Australia aims to provide a safe sporting environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

Gymnastics Western Australia recognises that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their sex, marital status, family responsibilities, pregnancy, parental status, race, age, disability, homosexuality, sexuality, transgender, religion, political belief and/or industrial activity.

Gymnastics Western Australia prohibits all forms of harassment and discrimination not only because it is against the law, but because it is extremely distressing, offensive, humiliating and/or threatening and creates an uncomfortable and unpleasant environment.

Descriptions of some of the types of behaviour which could be regarded as harassment or discrimination are provided in the Definitions in Clause 9.

If any person feels they are being harassed or discriminated against by another person or the organisation bound by this policy, please refer to GWA's complaints procedure outlined in Appendix C:1 of this policy. This will explain what to do about the behaviour and how Gymnastics Western Australia will deal with the problem.

## **5.3. Sexual Relationship Policy**

Gymnastics Western Australia takes the position that sexual relationships between coaches and the adult athletes that they coach should be avoided. Gymnastics Western Australia takes the view that such relationships while not necessarily constituting unlawful harassment can have harmful effects on the individual athlete involved, on other athletes and coaches, and on the sport's public image. Such relationships tend to be intentionally or unintentionally exploitative because there is usually a disparity between coaches and athletes in terms of authority, power, maturity, status and dependence.

Gymnastics Western Australia's policy position is similar to other organisations who disallow professionals such as teachers, doctors and counsellors to have sexual relationships with their clients or students.

Should a sexual relationship develop between an athlete and coach, Gymnastics Western Australia will investigate whether any action against the coach is necessary. Factors that may be relevant to consider are the age and maturity of the athlete relative to the coach, the financial or emotional dependence of the athlete on the coach, and the likelihood of the relationship having any adverse impact on the athlete and/or other athletes. If it is determined that the sexual relationship is inappropriate, action may be taken to stop the coaching relationship with the athlete. Action may include transfer, a request for resignation or dismissal from coaching duties.

In the event that an athlete attempts to initiate an intimate sexual relationship, the coach must take personal responsibility for discouraging such approaches, explaining the ethical basis for such action. The coach may wish to approach Gymnastics Western Australia Member Protection Information Officer (MPIO) if they feel harassed.

The law is always the minimum standard for behaviour within Gymnastics Western Australia and therefore sex with a child is a criminal offence.

#### **5.4. Photographing and Videoing of Children Policy**

All athletes competing in a Gymnastics Western Australia event must have returned a completed GWA Photographic/Videoing Permission Form prior to the commencement of the event. To this end all photographs and videos of GWA Events may only be taken by either a GWA Officially Sanctioned Photographer (see the Event Co-ordinator for Official Sanctioning), or by an immediate family member of an athlete competing in the event. Immediate family members seeking to use a camera with telephoto lens will need to obtain Official Sanctioning from Gymnastics Western Australia. Any persons seen contravening this policy should be reported to the Gymnastics Western Australia Floor Manager immediately.

#### **5.5. Pregnancy Policy**

Gymnastics Western Australia is committed to providing an inclusive sporting environment for pregnant women involved in its activities. Gymnastics Western Australia expects everyone bound by this policy to treat pregnant women with dignity and respect and to remove any unreasonable barriers to participation in our sport that disadvantage them. We will not tolerate any unlawful discrimination or harassment against pregnant women or women who may become pregnant.

Descriptions of some of the types of behaviour which could be regarded as pregnancy discrimination or harassment are provided in the Definitions at Clause 9.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy, please refer to our complaints procedure outlined in Attachment C: 1 of this policy. This will explain what to do about the behaviour and how the Gymnastics Western Australia will deal with the problem.

While many sporting activities are safe for pregnant women to participate in, there may be particular risks that apply to some women during pregnancy. Those risks will depend on the nature of the particular sporting activity and the particular pregnant woman's circumstances.

Gymnastics Western Australia will take reasonable care to ensure the safety, health and well being of pregnant women and their unborn children. We will advise pregnant women that there may be risks involved, and encourage them to obtain medical advice about those risks. Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, are of utmost importance in their decision making about the extent and manner in which they participate in our sport.

Gymnastics Western Australia encourage all pregnant women to consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, and ensure that they make informed decisions about participation in particular sporting activities.

We will only require pregnant women to sign a disclaimer if we require other participants to sign one in similar circumstances. We will not require women to undertake a pregnancy test.

## **5.6. Gender ID Policy**

Gymnastics Western Australia is committed to providing an inclusive sporting environment where transgender or transsexual people involved in its activities are able to contribute and participate. Gymnastics Western Australia expects everyone who is bound by this policy to treat people who identify as transgender or transsexual fairly and with dignity and respect. This includes acting with sensitivity and respect where a person is undergoing gender transition. We will not tolerate any unlawful discrimination or harassment against a person who identifies as transgender or transsexual or who is thought to be transgender or transsexual.

Descriptions of some of the types of behaviour which could be regarded as transgender or transsexual discrimination or harassment are provided in the Definitions in Clause 9.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy, please refer to our complaints procedure outlined in Attachment C:1 of this policy. This will explain what to do about the behaviour and how the Gymnastics Western Australia will deal with the problem.

Gymnastics Western Australia recognises that the exclusion of transgender or transsexual people from participation in sporting events has significant implications for their health, well-being and involvement in community life. In general Gymnastics Western Australia will facilitate transgender or transsexual persons participating in our sport of the sex with which they identify.

Gymnastics Western Australia also recognises there is debate over whether a male to female transgender person obtains any physical advantage over other female participants. This debate is reflected in the divergent discrimination laws across the country. If issues of performance advantage arise, Gymnastics

Western Australia will seek advice on the application of those laws in the particular circumstances.

Gymnastics Western Australia is aware that the International Olympic Committee (IOC) has established criteria for selection and participation in the Olympic Games. Where a transgender or transsexual person intends competing at an elite level, we will encourage them to obtain advice about the IOC's criteria which may differ from the position taken by Gymnastics Western Australia.

Gymnastics Western Australia notes that drug testing procedures and prohibitions also apply to people who identify as transgender or transsexual. A person receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption.

### **5.7. Other Relevant Policies**

Other relevant policies can be found on the GWA website at <http://www.gymnasticswa.asn.au/>

## **6. Complaints Procedures**

### **6.1. Complaints**

Gymnastics Western Australia aims to provide an easy to use, confidential and trustworthy procedure for complaints based on the principles of natural justice. Any person may report a complaint (complainant) about a person/s or organisation bound by this policy if they reasonably believe that a person/s or a sporting organisation has breached this policy.

A complaint should be reported to Gymnastics Western Australia's Member Protection Information Officer (MPIO).

A complaint may be reported as an informal or formal complaint. The complainant decides whether the complaint will be dealt with informally or formally unless the MPIO considers that the complaint falls outside the parameters of this policy and would be better dealt with another way.

All complaints will be dealt with promptly, seriously, sensitively and confidentially.

Gymnastics Western Australia complaint procedures are outlined in Part C

### **6.2. Vexatious Complaints and Victimisation**

Gymnastics Western Australia aims to ensure our complaints procedure has integrity and is free of unfair repercussions or victimisation. If at any point in the complaint process the MPIO considers that a complainant has knowingly made an untrue complaint or the complaint is vexatious or malicious, the matter may be referred to the Gymnastics Western Australia Board for appropriate action which may include disciplinary action against the complainant.

Gymnastics Western Australia will also take all necessary steps to make sure that people involved in a complaint are not victimised by anyone for coming forward with a complaint or for helping to sort it out. Disciplinary measures will be imposed on anyone who victimises another person for making a complaint

### **6.3. Mediation**

Gymnastics Western Australia aims to sort out complaints with the minimum of fuss wherever possible. In many cases, complaints can be sorted out by agreement between the people involved with no need for disciplinary action. The people involved in a formal complaint - the complainant and the person complained about (respondent) - may also seek the assistance of a neutral third person or a mediator.

Mediation may occur either before or after an investigation of a complaint. If a complainant wishes to try and resolve the complaint with the assistance of a mediator, the MPIO / other designated person will, in consultation with the complainant, arrange for a mediator to mediate the complaint. More information on the mediation process is outlined in attachment C: 2 of this policy.

### **7. Policy Breaches**

It is a breach of this policy for any person or organisation to which this policy applies, to have been found to have

- Done anything contrary to this policy;
- Breached the General Code of Conduct and Role-Specific Codes of Conduct;
- Brought the sport and or Gymnastics Western Australia into disrepute;
- Failed to follow Gymnastics Western Australia's policies and procedures for the protection, safety and welfare of children;
- Appointed or continued to appoint a person to a role that involves working with children and young people contrary to this policy;
- Discriminated against or harassed any person;
- Victimised another person for reporting a complaint;
- Engaged in a sexually inappropriate relationship with a person that the person supervises, or has influence, authority or power over;
- Disclosed to any unauthorised person or organisation any Gymnastics Western Australia information that is of a private, confidential or privileged nature;
- Made a complaint they knew to be untrue, vexatious, malicious or improper;
- Failed to comply with a penalty imposed after a finding that the individual or organisation has breached this policy; Failed to comply with a direction given to the individual or organisation during the discipline process.

### **8. Forms of Discipline**

If an individual or organisation to which this policy applies breaches this policy, the Board is empowered to discipline members of the Association by one or more forms of discipline:

Reprimand;

Fine;  
Suspension; or  
Expulsion.

More information on the range of disciplinary measures and the factors that will be considered before imposing discipline is found in Attachment C:5

## 9. Definitions

**Abuse** is a form of harassment and includes physical abuse, emotional abuse, sexual abuse, neglect, and abuse of power. Examples of abusive behaviour include bullying, humiliation, verbal abuse and insults.

**Bullying** is a repetitive action that causes distress to the victim, not only at the time of action but also through the potential for or threat of future action. Its nature may be verbal, physical, social and / or psychological and is characterised by an imbalance of power. Bullying is different from simple social rejection, isolated acts of aggression/nastiness or single occurrences of conflict.

**Child** means a person who is under the age of 18 years (see also definition of young person).

**Child abuse** relates to children at risk of harm (usually by adults, sometimes by other children) and often by those they know and trust. It can take many forms. Children may be harmed by both verbal and physical actions and by people failing to provide them with basic care. Child abuse may include:

- Physical abuse by hurting a child or a child's development (e.g. hitting, shaking or other physical harm; giving a child alcohol or drugs; giving bad nutritional advice; or training that exceeds the child's development or maturity).
- Sexual abuse by adults or other children where a child is encouraged or forced to watch or engage in sexual activity or where a child is subject to any other inappropriate conduct of a sexual nature (e.g. sexual intercourse, masturbation, oral sex, pornography including child pornography or inappropriate touching or conversations).
- Emotional abuse by ill-treating a child (e.g. humiliation, taunting, sarcasm, yelling, negative criticism, name calling, ignoring or placing unrealistic expectations on a child).
- Neglect (e.g. failing to give food, water, shelter or clothing or to protect a child from danger or foreseeable risk of harm or injury).

**Club Member** means an incorporated body or group of persons recognised as a Gymnastics / Gymsports club will, upon Registration with the Association, automatically become a Club Member of Gymnastics Western Australia and Gymnastics Australia.

**Complaint** means a complaint made under Clause 6 of this policy.

**Complainant** means the person making a complaint.

**Discrimination** means treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have. The Equal Opportunity Act of WA sets out the types or grounds of discrimination which are unlawful. They are

- Age\*
- Family Responsibility
- Gender History
- Disability or Impairment
- Marital status
- Political Conviction
- Pregnancy
- Race
- Racial Harassment
- Religious Conviction
- Sex
- Sexual Harassment
- Spent Conviction

*\*The Act may also apply to a relative or a person who has a close relationship to a person affected by these grounds.*

Discrimination is not permitted in the areas of employment (including volunteer and unpaid employment); the provision of goods and services; the selection or otherwise of any person for competition or a team (domestic or international); the entry or otherwise of any athlete or other person to any competition; obtaining or retaining membership of an organisation (including the rights and privileges of membership).

Requesting, assisting, instructing, inducing or encouraging another person to engage in discrimination may also be discriminatory conduct.

Discrimination may be direct or indirect

**Direct discrimination** is when a person is treated less favourably than another person, in the same or similar circumstances, on one or more of the grounds and in one of the areas of public life covered by the Equal Opportunity Act.

**Indirect discrimination** is when an apparently neutral rule has a negative effect on a substantially higher proportion of people with a particular attribute or characteristic, e.g. race, compared to people without that attribute or characteristic, and the rule is unreasonable in the circumstances.

**Harassment** is any type of behaviour that the other person does not want and does not return and that is offensive, abusive, belittling or threatening. The behaviour is unwelcome and of a type that a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.

Unlawful harassment includes the above but is either sexual or targets a person because of their race, sex, pregnancy, marital status, gender or other characteristic (see characteristic list under discrimination).

Whether or not the behaviour is harassment is determined from the point of view of the person receiving the harassment. The basic rule is if someone else finds it

harassing then it could be harassment. Harassment may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal.

**Honorary Member** means an individual who holds an Official Position with Gymnastics Western Australia, or who holds an administrative position in Gymnastics Western Australia, will be eligible for membership of Gymnastics Western Australia as an Honorary Member of Gymnastics Western Australia

**In School Provider Member** means an incorporated body, business, individual or group of persons recognised as an In-School Provider of gymnastic programs will, upon Registration with the Association, automatically become an In-School Provider Member of Gymnastics Western Australia and Gymnastics Australia

**Junior** means a person under the age of eighteen (18) years who is participating in an activity of Gymnastics Western Australia.

**Life Member** An individual who has contributed long and meritorious service to Gymnastics Western Australia may be elected as a Life Member at any AGM by a Special Resolution.

**Mediator** means a person appointed to mediate complaints made under this policy. It is preferable that the mediator has relevant skills, qualifications and / or training in mediation.

**Member Protection** is a term used by the Australian sport industry to describe the practices and procedures that protect members – both individual members such as athletes, coaches and officials, and the member organisations such as clubs, state associations, their affiliated associations and the national body.

Member protection involves:

- protecting those that are involved in sport activities from harassment, abuse, discrimination and other forms of inappropriate behaviour.
- adopting appropriate measures to ensure the right people are involved in an organisation, particularly in relation to those involved with juniors, and
- providing education.

**Member Protection Information Officer (MPIO)** means a person trained to be the first point of contact for a person reporting a complaint under, or a breach of, this policy. The MPIO provides confidential information and moral support to the person with the concern or who is alleging harassment or a breach of this policy. They help the complainant deal with any emotions they may have about what has happened and operate as a sounding board as the complainant decides what they want to do. The MPIO may accompany the complainant in anything they decide to do, if it feels appropriate and they are happy to do it.

**Natural justice** incorporates the following principles:

- a person who is the subject of a complaint must be fully informed of the allegations against them.
- a person who is the subject of a complaint must be given full opportunity to respond to the allegations and raise any matters in their own defence.
- all parties need to be heard and all relevant submissions considered
- irrelevant matters should not be taken into account.
- no person may judge their own case.

- the decision maker/s must be unbiased, fair and just.
- the penalties imposed must not outweigh the 'crime'.

**Participant Member** means an individual that is recognised by, and Registered with, a Club Member as a participant member will, upon Registration with the association, automatically become a Participant Member of Gymnastics Western Australia and Gymnastics Australia.

**Police check** means a national criminal history record check conducted as a prudent pre-employment or pre-engagement background check on a person.

**Policy and this policy** mean this Member Protection Policy.

**Respondent** means the person who is being complained about.

**Role-specific codes of conduct** means standards of conduct required of certain roles (e.g. coaches).

**Sexual harassment** means unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include unwanted physical contact, verbal comments, jokes, propositions, display of pornographic or offensive material or other behaviour that creates a sexually hostile environment.

Sexual harassment is not behaviour based on mutual attraction, friendship and respect. If the interaction is between consenting adults, it is not sexual harassment.

**Sexual offence** means a criminal offence involving sexual activity or acts of indecency *including but not limited to (due to differences under state/territory legislation):*

- Rape
- Indecent assault
- Sexual assault
- Assault with intent to have sexual intercourse
- Incest
- Sexual penetration of child under the age of 16
- Indecent act with child under the age of 16
- Sexual relationship with child under the age of 16
- Sexual offences against people with impaired mental functioning
- Abduction and detention
- Procuring sexual penetration by threats or fraud
- Procuring sexual penetration of child under the age of 16
- Bestiality
- Soliciting acts of sexual penetration or indecent acts
- Promoting or engaging in acts of child prostitution
- Obtaining benefits from child prostitution
- Possession of child pornography
- Publishing child pornography and indecent articles.

**Supporter Member** means an individual or group of persons recognised as supporting the vision, mission, goals and objectives of the sport will, upon

Registration with the Association, automatically become a Supporter Member of Gymnastics Western Australia and Gymnastics Australia

**Technical Member** means an individual that recognised as holding a coach and/ or judge accreditation issued by Gymnastics Australia will, upon Registration with the Association, automatically become a Technical Member of Gymnastics Western Australia and Gymnastics Australia.

**Victimisation** means subjecting a person or threatening to subject a person to any detriment or unfair treatment because that person has or intends to pursue their rights to make a complaint under government legislation (e.g. anti-discrimination) or under this policy, or for supporting another person to make a complaint.

**Vilification** involves a person or organisation doing public acts to incite hatred towards, serious contempt for, or severe ridicule of a person or group of persons having any of the attributes or characteristics within the meaning of discrimination. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public.

**Young People / Person** means people in the 13 – 18 year age group.

#### **Confidentially and Reporting**

Gymnastics Western Australia's administration responsible for implementing this Policy will keep confidential, in line with the Privacy Policy, the names and details relating to complaints, unless disclosure is:

- necessary as part of the corrective process or
- required by law

#### **10. Additions and Changes to Policy**

Recommended changes to this policy may be submitted to Gymnastics Western Australia for consideration. Management will review the recommendations and forward to the GWA Board who have the authority to make any changes to this policy.

Should changes be accepted, the policy would be updated, dated, and circulated to members.

In addition, Gymnastics Western Australia is committed to ensuring all policies are up to date and reflect current times, therefore, reviews are undertaken annually.