

GENERAL CODE OF BEHAVIOUR

As a member of GA, a Member Association or an affiliated club or a Parent/Guardian or Volunteer, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by GA, a Member Association or an affiliated club and in any role you hold within GA, a Member Association or an affiliated club:

1. Respect the rights, dignity and worth of others.
2. Conduct yourself in line with GA's values.
3. Be fair, considerate and honest in all dealing with others.
4. Be professional in, and accept responsibility for, your actions.
5. Make a commitment to providing quality service.
6. Maintain a duty of care to others involved in GA, the Member Associations and the affiliated clubs (where a duty of care applies).
7. Be aware of, and maintain an uncompromising adherence to, GA's standards, rules, regulations and policies including this Policy, regarding appropriate physical contact with children.
8. Establish and maintain an environment that is safe for the conduct of activities and for children;
9. Listen and respond to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of others
10. Promote the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)
11. Promote the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
12. Promote the safety, participation and empowerment of children with a disability (for example, during personal care activities)
13. Ensure as far as practicable that adults are not left alone with a child
14. Report any child safety concerns or allegations of child abuse and ensure any allegation is reported to the police or child protection agency.
15. If an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
16. Encourage children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
17. Operate within the rules of the sport including national and international guidelines which govern GA, the Member Associations and the affiliated clubs.
18. Do not use your involvement with GA, a Member Association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of GA, a Member Association or an affiliated club.
19. 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.

20. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
21. Refrain from any form of harassment of others.
22. Refrain from any behaviour that may bring GA, a Member Association or an affiliated club into disrepute.
23. Provide a safe environment for the conduct of the activity.
24. Show concern and caution towards others who may be sick or injured.
25. Be a positive role model.
26. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

Members of GA, including Member Associations, Affiliated Clubs or a person required to comply with the Member Protection Policy, must not:

1. Shame, humiliate, oppress, belittle or degrade any person, particularly children;
2. Unlawfully discriminate against any child including because of culture, race, ethnicity or disability;
3. Engage in open discussions of a mature or adult nature in the presence of children;
4. Engage in any activity with a child that is likely to physically or emotionally harm them;
5. Initiate unnecessary physical contact with a child, or do things of a personal nature for them that they can do for themselves;
6. Be alone with a child unnecessarily and for more than the shortest possible time;
7. Develop a “special” relationship with a specific child for their own needs;
8. Show favouritism to children through the provision of gifts or inappropriate attention;
9. Arrange contact, including online contact, with children outside the organisation’s programs or activities;
10. Have contact with children under the influence of alcohol or illegal drugs;
11. Use inappropriate language in the presence of children;
12. Do anything that brings GA, a Member Association or an affiliated club of the sport of gymnastics into disrepute or engage in conduct that is unbecoming;
13. Engage in any form of harassment of others; and
14. Use their involvement with GA, a Member Association or an affiliated club to promote their own beliefs, behaviours or practices where these are inconsistent with those of GA, a Member Association or an affiliated club.

***Disclaimer:** Please note that this information is not intended to constitute legal advice, and is provided by Gymnastics Australia as general information only. You should not rely on it without first verifying the accuracy, completeness and currency of the material, its relevance to your individual circumstances and, where appropriate, obtaining specific legal advice. Gymnastics Australia does not make any warranties for the information contained herein in regard to compliance with Club 10 National Standards.*