

Introduction

This Code of Conduct is a public statement of how Eastern Gymnastics Club members and employees are expected to behave whilst in the club or representing the club. It also applies to behaviour associated with the use of club property, facilities and equipment.

The Code supports Eastern Gymnastics Club by providing guidance about the general standard of work performance and behaviour expected of all gymnasts, coaches, parents, visitors, volunteers, judges, administrators and committee members (members). If any member is found to be in breach of this policy, disciplinary actions may be taken.

Adhering to this Code will assist with the delivery of high quality support for a wide variety of gym sports and achieve a working environment where it is easy to follow the values of the club and acknowledge the rights and responsibilities of all individuals involved with the club.

All members have the responsibility to be familiar the Code of Conduct.

Employees must be familiar with the Code of Conduct and practice its recommendations as a breach in the Code of Conduct may result in disciplinary action.

Club Values

- Supportive – helping to achieve individual and Club goals
- Achieving – making an effort and celebrating success
- Family Oriented – building an inclusive Club community
- Motivated – directing your passion to be your best
- Teamwork – working together for a common purpose

Related Documents

- Behaviour Management Plan
- Complaints Procedures

Gymnasts

- Be polite and courteous to all other gymnasts, parents, coaches and staff
- Support and obey the gym safety rules at all times
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion
- Cooperate with your team, coach and opponents
- Be a good sport, applauding good performances by your team mates and participants from other clubs
- Show respect to, and acknowledge your opponents and officials
- Participate for your own enjoyment and benefit, not to please others
- Work hard and have fun
- Notify coaches of any injury or illness which might affect their ability to train or perform skills safely
- Report any hazards or risks to a Coach or the Club Management as soon as possible
- Consider gymnastic team mates when deciding on attendance at training, competitions and other events
- Leave belongings in allocated areas and drink bottles in the class buckets.
- Dress appropriately for training, including hair tied back and no jewellery
- Have a knowledge of relevant club policies and adhere to them

Coaches

- Act as role models for other club members
- Arrive at the gym prior to the start time for their classes
- Be clean, tidy and well-presented and wear a club Coach t-shirt while coaching
- Leave any area of the gym fully packed away at the end of a class/training session
- Attend all coach meetings, or advise the club as soon as possible if unable to be present
- Check email regularly and reply promptly to requests for information
- Be polite and courteous to gymnasts, parents, visitors and all other gym staff
- Ensure all training is safe and appropriate for all the gymnasts
- Be fully aware of the emergency plan and their role within it
- Promote a positive, safe, culturally tolerant and friendly environment in which to train and pursue gymnastic goals
- Report all serious risks, hazards, incidents or injuries to the Club Management immediately
- Report any unsafe practices observed in the gym to Club Management at the earliest possible time
- Promote teamwork and fair play towards other team members, other teams and officials
- Keep up-to-date with coaching practices and qualifications and commit to continuing coaching education and learning
- Any coaches in our competitive programs must obtain and maintain qualification judging qualifications and support the clubs judging requirements
- Give all their best to all gymnasts, regardless of their aptitude
- Create opportunities for gymnasts to learn appropriate sportsmanship as well as basic skills
- Operate in the spirit of the rules, and encourage your gymnasts to do the same
- Ensure that physical contact with a gymnast is appropriate to the situation and necessary for skill development and safety
- Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion
- Be aware of their position of influence and ensure that relationships and physical contact with gymnasts are appropriate
- Maintain confidentiality regarding issues relating to students and of a personal nature but seek assistance or advice from a senior coach or committee member if required
- Have a knowledge of all relevant club policies and adhere to them

Parents and Visitors

- Obey the gym safety rules at all times
- Be polite and courteous to all other gymnasts, parents, coaches and staff
- Notify coaches of any injury or illness which might affect their gymnast's ability to train or perform skills safely
- Notify the Club in advance of absence from a class/training session
- Notify the Club if running late for a class or pick-up
- Wait in Parent's Corner/Spectator area unless invited onto the floor by a coach
- Pay fees for classes, competitions, uniform or other events on time
- Reply to requests for information promptly
- Report any hazards or risks to a Coach or the Club Management as soon as possible
- Consider any gymnastic partners or groupings when deciding whether or not to attend training, competitions or events
- Drop gymnasts off and collect them from the gymnasium area of the building, not from the car park or street
- Provide the club with accurate and appropriate information relating to any support the gymnast may require during participation
- Advise the club of any conditions or circumstances which could affect the gymnast's ability to train or perform
- Encourage gymnasts to respect the rules
- Respect official's decisions and encourage gymnasts to do likewise
- Show appreciation for volunteers and assist where you can
- Encourage participation, but do not force it
- Focus on effort and performance rather than medals or scores
- Applaud good performance and efforts of both your team and the opposition regardless of results
- Respect the rights, dignity and worth of every young person regardless of gender, ability, cultural background or religion
- Have a knowledge of relevant club policies and adhere to them

Judges

- Be true to the judges' oath
- Apply rules and regulations to match the skill levels and needs of young people and to make participation more fun
- Compliment and encourage all gymnasts
- Be consistent, objective and courteous
- Condemn unsporting behaviour and promote respect for all
- Place the safety and welfare of the participants above all else
- Promote a culturally tolerant environment
- Implement policy and practices in relation to responsible use of alcohol and in relation to recreational and performance enhancing drugs
- Ensure all equipment and facilities meet safety standards and are appropriate to the age and ability of all gymnasts
- Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion

Club Administrators

- Act as role models for all members of the club
- Provide and promote exceptional customer service at all times
- Make the club environment user friendly by providing equal opportunities to all participants
- Create pathways for young people to participate in sport as athletes, judges, coaches and administrators
- Ensure that the types of programmes, rules, equipment and training times are modified to suit the age, ability and maturity levels of young participants
- Ensure that everyone emphasises participation and improvement, not only scores
- Publicise the codes of conduct and encourage adherence
- Maximise child safety by conducting volunteer screenings and other child-protection strategies
- Implement policies and practices in relation to responsible use of alcohol, and in relation to recreational and performance enhancing drugs
- Adopt and implement relevant sport safety policies and practices
- Promote a culturally tolerant environment
- Listen to gymnasts and staff and involve them in decisions, leadership, planning and evaluation related to the club
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion
- Have a knowledge of all relevant club policies and adhere to them

EGC Committee

- Make decisions in a transparent, timely and efficient manner and that reflect the best outcomes for the Club
- Respect the views and opinions of others
- Be open and responsive
- Reflect and uphold Club mission, values and aspirations
- Plan direction and activities according to the Club's purpose, culture and budget
- Ensure that required resources (people, equipment, money) are available and are fit-for-purpose
- Communicate any decision affecting the Club's mode of operation
- Seek opinions from stakeholders in decisions that will have implications for the Club's operations

EGC Committee Members

- Act as role models for all members of the Club
- Commit to the mission and values of the Club
- Understand the role of the Committee within the Club
- Be willing to accept responsibility
- Communicate the Committee's vision in detail to members as appropriate
- Allocate sufficient time to devote to committee meetings and tasks
- Have a good knowledge of all Club Policies and adhere to them
- Work to provide equal opportunities and participation for all gymnasts
- Report any action items to the Committee in timely manner
- Respect the privacy of all members