

Codes of Conduct

Club name	West Coast Gymnasts Inc.
Addresses	1/69 Truganina Road and 12/200 Camboon Road, Malaga WA 6090
Written by	Kath Arendt, Treasurer; Annette Polglaze, Administrator
Completed	1 March 2005
Last reviewed	August 2026
Policy Changes For August 2026	Ref-formatted document Added Integrity and Child Safety Statement Added Universal Prohibited Conduct Added clear internal and external reporting options Added Digital and Social Media Conduct Added Professional Boundaries and Relationships rules Updated Inclusion and Anti-Discrimination language consistencies Aligned with Gymnastics Australia and Gymnastics WA governance expectations Updated Codes of Conduct for Participants, Coaches, Administrators, Judges, Parents, Spectators, Chaperones Added more requirements to the Professional Responsibilities
Next review	January 2028

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Integrity and Child Safety Statement

West Coast Gymnasts is committed to the safety, wellbeing, participation and empowerment of all children and young people accessing our programs and services, including Indigenous children, those from culturally and linguistically diverse backgrounds, and children and adults with disability. We strive to create an environment that is safe, educational and fun for everyone involved in our activities.

West Coast Gymnasts has a zero-tolerance approach to any form of child abuse. All allegations, disclosures and concerns will be treated seriously and responded to immediately, consistent with our Policies and Procedures. We support the rights of all children and young people to feel and be safe, and the right to be confident to raise concerns if they feel unsafe or if their needs are not being met. Children will be encouraged to express their views and participate in decisions.

Our commitment is guided by the National Principles for Child Safe Organisations, the Gymnastics Australia Safeguarding Children and Young People Policy, Gymnastics WA requirements, and Sport Integrity Australia's National Integrity Framework. All coaches, administrators, judges, volunteers, contractors and Committee Members must understand and comply with these Policies at all times.

We work together to ensure a welcoming, inclusive and protective environment for all children, with active supervision, safe coaching practices, clear behavioural expectations, immediate reporting of concerns, and support for anyone raising issues. We recognise the essential role of parents and guardians and commit to educating our entire Club community about rights, responsibilities and reporting pathways.

Child safety and protection remain a priority for us now and into the future. Together, we pledge to provide an environment where children feel safe, respected, valued and encouraged to reach their full potential.

Universal Prohibited Conduct

All persons covered by these codes must not engage in, facilitate, conceal or ignore:

- abuse
- grooming
- bullying
- harassment
- sexual misconduct
- discrimination
- vilification
- victimisation
- online harassment
- inappropriate digital communication
- exploitation of a power imbalance
- retaliation against a person who raises a concern
- pressure relating to performance or selection
- or any breach of child-safety or integrity policies

Conduct may be prohibited whether it occurs in person, online or through a third party.

Complaints and Reporting Pathways

Concerns must be raised internally in accordance with the Club's Grievance Procedure. This may include discussing the issue with the Club's Child Safeguarding Officer, the Operations Manager or a Committee Member.

In an emergency or where a person is in immediate danger, contact emergency services.

External options may include Gymnastics Western Australia, Gymnastics Australia, Sport Integrity Australia, the police, a child-protection authority or another regulator, depending on the nature and seriousness of the matter and the policy in force.

Child-safety concerns must be reported without delay in accordance with applicable mandatory-reporting obligations and Club procedures.

A person must not investigate a serious allegation themselves or delay external escalation where immediate safety, suspected criminal conduct, mandatory reporting or the applicable integrity framework requires referral.

Parents/spectators must not raise complaints publicly at events, in the foyer or online.

Breach of Policy and Disciplinary Action

West Coast Gymnasts will manage alleged breaches in accordance with its Complaints, Disputes and Discipline Policy and applicable National Integrity Framework requirements.

Outcomes may include education, warnings, restrictions, suspension or termination of membership or engagement.

Behaviour by all persons covered by these Codes that undermine child wellbeing, Club culture or personal safety may result in suspension or removal from the Club.

Serious matters may be referred to Gymnastics Western Australia, Gymnastics Australia, Sport Integrity Australia or police.

Independent advice or reporting can be made through Sport Integrity Australia's hotline: **13 000 27232**.

Procedural fairness, confidentiality and child-safety obligations apply at all times.

Participant's Code of Conduct

As a participant of West Coast Gymnasts, you are required to:

- Comply with the current Gymnastics Australia Safeguarding Children and Young People Policy, Member Protection Policy, National Integrity Framework, applicable Gymnastics Western Australia policies and Club policies.
- Use respectful, inclusive language and behave appropriately in person and online.
- Respect Club venues and equipment. Help keep them clean, safe and properly maintained, and handle them with care.
- Show respect to everyone, and follow reasonable instructions to the best of your ability.
- Treat others as you would like to be treated. Do not bully, harass, discriminate against, intimidate or take unfair advantage of another person.
- Be a fair winner and a gracious loser.
- Do not touch or use another person's property without permission.
- Play by the rules and accept scores, team selections and competition decisions with good grace and sportsmanship.
- Work equally hard for yourself and your team, always giving your best effort.
- Be a good sport and acknowledge good skills and routines by teammates and gymnasts from other clubs.
- Cooperate with coaches, teammates, opponents, judges and officials.
- Wait until your name is called before standing to receive an award.
- Train for your own enjoyment and development, not only to please parents or coaches.
- Approach new skills with courage, listen to your coach and give them a try.
- Do not criticise judges or officials; respect their decisions and role in the sport.
- Do not post harmful comments or share images or videos of another person without appropriate consent.
- Report concerns promptly following the Club's Grievance Procedure and assist to escalate matters externally to Gymnastics WA, Gymnastics Australia, Sport Integrity or the police, when required to do so.
- Understand the behaviour and safeguarding standards that apply to adults and know how to raise a concern if those standards are not met.

Coaches' Code of Conduct

As a Coach of West Coast Gymnasts, you are required to:

- Comply with the current Gymnastics Australia Code of Ethics, Safeguarding Children and Young People Policy, Member Protection Policy, National Integrity Framework, applicable Gymnastics Western Australia policies and all Club policies.
- Hold a valid Western Australia Working With Children Check and keep it current at all times.
- Comply with the Gymnastics Western Australia Concussion Management Policy.
- Coaches must be free from the influence of alcohol or drugs, and must not consume them while responsible for gymnasts.
- Conduct yourself as a positive role model and representative of West Coast Gymnasts at all times.
- Complete all required child-safeguarding, integrity and accreditation training and maintain all qualifications and clearances.
- Ensure equipment, facilities and training schedules are safe and appropriate for each gymnast's age, ability, maturity and development.
- Follow appropriate medical advice when determining when an injured gymnast may return to training.
- Avoid being alone with a child; ensure other children or adults are present wherever practicable.
- Use physical contact only when appropriate and necessary for skill development or safety, with clear explanation and respect for personal boundaries.
- Promote positive body image and never engage in body shaming, public weighing, or restrictive dietary practices. Any nutritional guidance must be provided only by qualified professionals.
- Treat all participants with respect and uphold their rights, dignity and worth, without discrimination.
- Uphold high standards of professionalism, fairness and integrity in all interactions.
- Be reasonable in your demands on young gymnasts' time, energy and enthusiasm.
- Remember that children participate for enjoyment and development; winning is only one part of their motivation. Never ridicule a child for making a mistake or losing.
- Act professionally at competitions, avoiding arguments, negative commentary or behaviour that could undermine judges, officials, gymnasts or the reputation of West Coast Gymnasts.
- Behave respectfully and responsibly in all public settings, recognising that your conduct reflects on West Coast Gymnasts even when outside the gym.
- Act as an educator and provide equal attention, opportunity and encouragement to all gymnasts.
- Keep your coaching knowledge current and ensure instruction reflects participants' needs and the principles of child growth and development.
- Promote respect for opponents, officials and other coaches.
- Use only Club-approved communication channels and include a parent, guardian or authorised Club representative where required. Do not privately message a child through a personal account.
- Do not post or share confidential, harmful or inappropriate content about gymnasts, families, staff, officials or the Club.
- Ensure all personal social media activity remains professional and do not post content that could reasonably bring the Club, the sport, or any participant into disrepute.
- Use digital systems responsibly.
- Report concerns promptly following the Club's Grievance Procedure and assist to escalate matters externally to Gymnastics WA, Gymnastics Australia, Sport Integrity or the police, when required to do so.
- Discuss serious matters (including behaviour, training or team selection) privately and respectfully.

Parents/Guardians' Code of Conduct

As a parent or guardian of a West Coast Gymnasts participant, you are required to:

- Comply with the current Gymnastics Australia Safeguarding Children and Young People Policy, Member Protection Policy, National Integrity Framework, applicable Gymnastics Western Australia policies and Club policies.
- Follow venue signage and the Club handbook, safety policies and reasonable directions from staff.
- Support efforts to prevent verbal, physical and emotional abuse in sport.
- Use inclusive language and do not discriminate or make derogatory comments.
- Discuss concerns privately and leave technical performance feedback to the coach. Do not criticise a child publicly.
- Do not shout at or speak rudely to Club staff, volunteers, parents or gymnasts.
- Respect judges' decisions and do not raise disagreements publicly.
- Respect the rights, dignity and worth of every participant, without discrimination.
- Respect opponents and recognise their contribution to competition.
- Do not make negative, harmful comments about gymnasts, coaches, judges, officials, families or the Club, especially whilst in the foyer, at events or online.
- Do not coach, instruct or direct gymnasts from the sidelines at training or competitions, as this undermines the coach's role and can compromise safety.
- Focus on enjoyment, learning and effort rather than winning.
- Teach children that honest effort is as important as victory and help them accept outcomes without undue disappointment.
- Encourage children to follow the rules and respect decisions made by officials and judges.
- Remember that children participate for their own enjoyment, not yours.
- Lead by example. Applaud good performances and congratulate all gymnasts, regardless of the outcome.
- Do not pressure children or coaches for medals, placings or podium results. West Coast Gymnasts prioritises enjoyment, learning and development over winning.
- Do not compare children's abilities, scores or progress, whether publicly or privately.
- Never scold a child for making a mistake during training or competition.
- Encourage participation when the child is interested; do not force participation.
- Do not interfere with or attempt to influence team selection, training groups or competition levels, which are determined solely by qualified coaches and Club procedures.
- Use Club-approved communication channels and do not contact a child privately outside those channels.
- Do not post or share images or videos without appropriate consent.
- Report concerns promptly following the Club's Grievance Procedure and assist to escalate matters externally to Gymnastics WA, Gymnastics Australia, Sport Integrity or the police, when required to do so.
- Discuss serious concerns, including behaviour, training or team selection, privately.

Administrators' Code of Conduct

As an administrator at West Coast Gymnasts, you are required to:

- Ensure Club systems, practices and decisions comply with current Gymnastics Australia, Gymnastics Western Australia, Sport Integrity Australia and Club integrity, safeguarding and member-protection requirements.
- All administrators in child-related roles must hold a valid Western Australia Working With Children Check and keep it current at all times.
- Remember that children participate primarily for enjoyment and development; do not overemphasise awards.
- Ensure staff and volunteers complete required child-safeguarding and integrity training and maintain current qualifications and clearances.
- Provide adequate supervision by suitably qualified and competent coaches and officials.
- Maintain Club-approved, auditable and child-safe digital communication systems.
- Ensure equipment and facilities are safe and appropriate for participants' ability levels.
- Ensure rules, equipment, competition formats and training schedules reflect participants' age, ability and maturity.
- Make it clear that abuse or other prohibited conduct is unacceptable and may result in disciplinary action and external reporting.
- Where practicable, ensure a coach is not alone in the gym with children.
- Provide equitable participation opportunities and reasonable adjustments wherever practicable, including for disability, culture, language and financial hardship.
- Promote a welcoming environment that includes appropriate humour and enjoyment.
- Involve young people in appropriate planning, leadership, evaluation and decision-making opportunities.
- Make current codes, policies, reporting pathways and integrity resources readily accessible to participants, parents, spectators, officials, coaches and chaperones.
- Report concerns promptly following the Club's Grievance Procedure and assist to escalate matters externally to Gymnastics WA, Gymnastics Australia, Sport Integrity or the police, when required to do so.
- Promote education, learning and professional development for staff and volunteers.
- Respect the rights, dignity and worth of all participants, without discrimination.

Spectators' Code of Conduct

As a spectator at West Coast Gymnasts, you are required to:

- Comply with the current Gymnastics Australia Safeguarding Children and Young People Policy, Member Protection Policy, National Integrity Framework, applicable Gymnastics Western Australia policies and Club Policies.
- Do not use foul, abusive, discriminatory or harassing language.
- Never ridicule or scold a gymnast for making a mistake; remain positive and supportive.
- Condemn violence, abuse and intimidation in every form.
- Respect opponents and recognise their contribution to competition.
- Remember that children participate for enjoyment and development, not for spectators' entertainment.
- Applaud good performances and congratulate all gymnasts, regardless of the outcome.
- Respect judges' decisions and scores.
- Encourage everyone to follow the rules and respect officials' decisions.
- Spectator photography and filming must comply with Venue rules, Club Policy and child-safety requirements. Do not record, post or share images or video without appropriate consent and compliance with venue and Club rules.
- Do not post negative, harmful or identifying online commentary about gymnasts, coaches, judges, officials, families or the Club.
- Report concerns promptly following the Club's Grievance Procedure and assist to escalate matters externally to Gymnastics WA, Gymnastics Australia, Sport Integrity or the police, when required to do so.
- Do not criticise coaches, gymnasts or judges during events or on public or online forums.
- Represent the Club positively at all times.

Judges' Code of Conduct

As a judge representing West Coast Gymnasts, you are required to:

- Comply with current Gymnastics Australia judging standards, the Member Protection Policy, Safeguarding Children and Young People Policy, National Integrity Framework, applicable Gymnastics Western Australia policies and Club policies.
- Declare any actual, potential or perceived conflict of interest promptly and withdraw from a decision where required.
- Interpret rules and regulations fairly and to the best of your ability.
- Be consistent, objective and courteous when making decisions.
- Support rule development that promotes safe participation, enjoyment and fair competition.
- Support education by helping gymnasts and coaches understand requirements and by encouraging good sportsmanship.
- Remain informed about current judging requirements and the principles of child growth and development.
- Do not post or privately share commentary about identified gymnasts, coaches, scores, disputes or confidential event matters through personal or public online channels.
- Use digital systems responsibly and only for authorised judging and Club purposes.
- Maintain all qualifications, clearances and accreditation required for your role.
- Remember that you represent West Coast Gymnasts at every event.
- Ensure your conduct on and off the competition floor demonstrates good sportsmanship.
- Report concerns promptly following the Club's Grievance Procedure and assist to escalate matters externally to Gymnastics WA, Gymnastics Australia, Sport Integrity or the police, when required to do so.

Chaperones' Code of Conduct

As a chaperone representing West Coast Gymnasts, you are required to:

- Comply with the current Gymnastics Australia Safeguarding Children and Young People Policy, National Integrity Framework, Member Protection Policy, applicable Gymnastics Western Australia policies and Club policies.
- All Chaperones in child-related roles must hold a valid Western Australia Working With Children Check and keep it current at all times.
- Dress appropriately at competitions and complete all training required for your role.
- Confirm and follow approved arrangements for supervision, transport, accommodation, room allocation, sign-in and emergencies throughout the trip.
- Ensure accommodation and facilities are safe and appropriate for participants' ages and needs.
- Provide a positive experience and equitable attention and opportunity for all young people.
- Use physical contact only when appropriate and necessary for safety or preparation, while Do not engage in rough physical games or horseplay.
- respecting personal boundaries and explaining what you are doing.
- Do not hold, kiss, cuddle or touch a child in an inappropriate or culturally insensitive manner.
- Do not make sexualised, suggestive or otherwise inappropriate comments to a child.
- Use only Club-approved communication channels and include a parent, guardian or authorised Club representative where required. Do not privately message a child through a personal account.
- Do not post or share images, travel details or confidential information without appropriate authority and consent.
- Do not transport a child privately, take a child to a private residence or arrange contact outside the approved program unless expressly authorised under Club procedures and with required consent and safeguards.
- Do not assist with personal tasks that a child can safely complete independently, including toileting or changing clothes.
- Avoid being alone with a child; ensure other children or adults are present.
- Be reasonable in your demands on young gymnasts' time, energy and enthusiasm.
- Remember that children participate for enjoyment and development. Never ridicule a child for making a mistake or losing.
- Promote respect for opponents, officials and coaches.
- Conduct yourself as a positive role model and representative of West Coast Gymnasts.
- Respect the rights, dignity and worth of all participants, without discrimination.
- Report concerns promptly following the Club's Grievance Procedure and assist to escalate matters externally to Gymnastics WA, Gymnastics Australia, Sport Integrity or the police, when required to do so.

Digital and Social Media Conduct

- Adults must not privately message children through personal accounts. Club-approved channels must be used, with a parent, guardian or authorised Club representative included where required.
- Images or videos must not be recorded, posted or shared without appropriate consent and compliance with Club and venue rules.
- Video analysis for coaching purposes must follow Club procedures and may only be used with appropriate consent.
- Do not publish negative, harmful, abusive, discriminatory or identifying commentary about another person or the Club.
- Do not post commentary that could reasonably be interpreted as criticising scores, selections, or athlete performance.
- Do not disclose confidential, personal, medical, safeguarding, complaint or selection information online.
- Online conduct is subject to the same behaviour, safeguarding and integrity standards as in-person conduct.

Professional Boundaries and Relationships

Coaches, judges, chaperones, administrators, employees, volunteers and other adults in positions of authority must maintain appropriate professional boundaries. They must not pursue or engage in a sexual or romantic relationship with a child or exploit a position of authority, trust, dependency or influence in relation to a gymnast. They must not promise selection, access, awards or favourable treatment for personal benefit. Any relationship or conflict that may compromise impartiality, safety or professional boundaries must be disclosed and managed under Club policy.

Inclusion and Anti-Discrimination

West Coast Gymnasts is committed to participation that is safe, respectful and inclusive. Discrimination, harassment, vilification and victimisation are prohibited. The Club will consider reasonable and practicable adjustments to support participation, including adjustments relating to disability, culture, language and financial hardship, consistently with applicable law, safety requirements and current Gymnastics Australia inclusion policies.

Governance and Conflicts of Interest

Actual, potential or perceived conflicts of interest must be disclosed in writing to the Operations Manager or Executive Committee as soon as they arise. The Club will record the disclosure and determine an appropriate management response, which may include restriction of access to information, independent oversight, recusal from discussion or decision-making, or withdrawal from a role. Serious integrity breaches may be referred to Gymnastics Western Australia, Gymnastics Australia, Sport Integrity Australia or another authority in accordance with the policy and reporting framework in force.

Code of Professional Responsibilities

This code supplements the Coaches' Code of Conduct and other Club policies. West Coast Gymnasts Inc. is committed to member protection, child safety, fair personnel procedures and organisational integrity. It declares the Club's values and sets enforceable standards of conduct. Procedures under this code must be consistent with current policies and must preserve procedural fairness and confidentiality.

Standards of Professional Conduct

Employees and volunteers must:

- Comply with the current Gymnastics Australia Member Protection Policy, Safeguarding Children and Young People Policy, National Integrity Framework, applicable Gymnastics Western Australia policies, Club rules and applicable law.
- All persons in child-related roles must hold a valid Western Australia Working With Children Check and keep it current at all times.
- Maintain the highest professional, child-safe and integrity standards and act honestly, responsibly and in the best interests of participants and the Club.
- Employees and volunteers must complete Gymnastics Australia Child Safe Online Training on a regular basis.
- Meet uniform, protective footwear and workplace-safety requirements.
- Never forge, falsify or improperly alter Club documents or records.
- Never steal, misuse, damage or destroy Club or personal property.
- Never threaten or cause physical harm to another person.
- Fully cooperate with disciplinary, review, complaint or appointment procedures. Must not obstruct with processes.
- Only make commitments or promises on behalf of the Club or its employees when authorised to do so.
- Declare actual, potential or perceived conflicts of interest in writing as soon as they arise and comply with any management plan, recusal or disclosure requirement.
- Act fairly and impartially, and must not provide preferential treatment or promise of selection, access or favourable treatment in exchange for personal, financial or other benefit.
- Use Club facilities, property and resources only for authorised Club purposes and the benefit of members and clients.
- Treat everyone with respect, fairness and courtesy in the workplace.
- Ensure comments about a gymnast's body, weight or appearance is respectful, supportive and consistent with child-safe and wellbeing standards.
- Maintain confidentiality and refrain from discussing members or Club matters or complaints on personal social media.
- Report integrity, safeguarding, discrimination and other serious concerns promptly through the applicable Club or external pathway, including Sport Integrity Australia where the matter is within its remit.
- Comply with the Smoke-Free Policy and present for work free from impairment by alcohol or other drugs.
- Inform the Club Operations Manager of secondary employment or external roles that may create a conflict of interest.
- Protect confidential and personal information and use it only for authorised purposes.

- Cooperate with lawful investigations and comply with reasonable directions arising from Club procedures.

Administration and Review

- **Related policies:** Child Protection Policy, Member Protection Policy, Complaints and Disciplinary Procedures, Safety Policy, Privacy Policy and Smoke-Free Policy.
- **Reporting concerns:** Concerns should be reported promptly to the relevant manager, Club Operations Manager or Executive Committee member. Immediate danger should be referred to emergency services.
- **Breaches:** Alleged breaches will be managed fairly, confidentially and in accordance with applicable Club policies, procedural fairness and law.
- **Acknowledgement:** People covered by these codes may be required to confirm that they have read, understood and agreed to comply with them.
- **Review:** This document should be reviewed at the scheduled date or earlier if laws, governing-body requirements or Club operations change.