



CODE OF CONDUCT

The main objective of our Code of Conduct is to maintain responsible behaviors by members, volunteers and employees of this club. The Code of Conduct applies:

- to everyone involved in the club, including committee members, administrators, coaches, officials (judges) gymnasts and parents.
- “any time, anywhere”, including training at any location, club meetings, competitions, away trips, events organized or sanctioned by the club (or GSNZ) and social media sites (eg Facebook).
- to any behaviors that brings or is likely to bring our club or sport into disrepute.

The Piako Gymnastics Club committee will:

- promote our Code of Conduct to everyone involved in our club
- promote and model appropriate standards of behaviour at all times
- respond to breaches or complaints made promptly, fairly and confidentially
- review the Code of Conduct as required
- seek advice from, and if necessary or appropriate, refer serious issues to GymSports New Zealand

Everyone associated with our club must:

- comply with the standards of behaviour outlined in our policy
- treat others with respect, avoid gossip innuendo and malicious comment
- always place the safety and welfare of children above other considerations
- be responsible and accountable for own behaviour
- comply with the expectations described in this Code of Conduct
- follow the guidelines outlined in our Complaints procedure if they wish to make a complaint or report a concern about, discrimination, harassment, possible child abuse or other inappropriate behaviour

Our club opposes all forms of harassment, discrimination and bullying. This includes

- treating or proposing to treat someone less favourably because of a particular characteristic
- imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic
- any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phones or computers eg social media

Some forms of harassment, discrimination or bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race or marital status. Our club takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with us.

COMPLAINTS PROCEDURE

