



Code of Conduct Policy

Commitment to Te Tiriti o Waitangi

Piako Gymnastics Club recognizes Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

Piako Gymnastics Club is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

Values

Piako Gymnastics Club knows everyone involved in gymnastics is here because of a shared passion for gymnastics and care for the people involved.

Piako Gymnastics Club aims to provide a safe inclusive and enjoyable environment for everyone involved in its activities. People are expected to show respect and courtesy in their interactions with others.

Children and young people in particular must be cared for, treated with respect and their welfare placed at the centre of everything we do in gymnastics.

Everyone involved in gymnastics joins with good intentions and we are all expected to do our part responsibly and to comply with our policies and rules.

Purpose

This code aims to:

- provide guidance on the behaviour expected of all people when participating in Piako Gymnastics Club's activities.
- support an inclusive environment where all people are treated with dignity, respect and courtesy.

Application

This code applies to anyone involved in Piako Gymnastics Club.

This includes volunteers, participants, supporters, club members, employees, service providers and families/whanau of participants.

It is to be read together with Piako Gymnastics Club's policies and procedures.

Expected behaviours

Everyone

Everyone involved with Piako Gymnastics Club must obey the law, at all times.

Everyone is expected to:

- act in good faith towards Piako Gymnastics Club
- show commitment to Piako Gymnastics Club's purpose
- follow the principles of fair play, and encourage others to do the same
- respect the rights, dignity and value of others
- be considerate and treat everyone fairly and equally
- be a positive role model
- communicate with others in a way that is honest and considerate
- be committed to providing a quality service and gymnastics environment
- behave professionally, responsibly and ethically at all times
- not behave in a way that is discriminatory, bullying, harassing, racist, sexist, violent, abusive or otherwise inappropriate towards others, in person or online
- remain free of the influence of drugs, performance enhancing substances and alcohol while involved in Piako Gymnastics Club activities
- ensure safe and healthy practices at all times
- follow this code, Piako Gymnastics Club policies and procedures, and any applicable rules issued by Piako Gymnastics Club and/or Gymnastics New Zealand
- report breaches of this code, Piako Gymnastics Club policies and procedures, and any applicable rules issued by Piako Gymnastics Club and/or Gymnastics New Zealand in a timely and appropriate way

Participants

Participants are expected to:

- participate fairly
- participate by the rules of our sport

- be humble in both success and defeat
- be respectful of coaches, administrators, judges and other gymnasts
- refrain from arguing with or abusing coaches, administrators, judges and other gymnasts
- be cooperative with coaches, administrators, judges and other gymnasts

Family/whanau

Family/whanau of participants are expected to:

- lead by example
- remember gymnast enjoyment of the sport is most important
- encourage gymnasts, not force them
- focus on gymnast effort and performance not on the end result
- never punish gymnasts for making a mistake or not winning
- encourage gymnasts to follow the rules of the sport.
- encourage low-level resolution of disagreements
- be appreciative of coaches, administrators, judges and respect their decisions

Coaches

Coaches are expected to:

- lead by example
- respect and treat all gymnasts fairly and equally
- support gymnasts to reach their full potential, keeping in mind their individual talents, developmental stages and gymnastics goals
- provide all gymnasts with equal attention and opportunities
- operate within the rules of gymnastics and the principles of fair play, while encouraging gymnasts to do the same
- advocate a sporting environment free of drugs, alcohol and performance enhancing substances, guided by Drug Free Sport New Zealand
- display courtesy, respect, honesty and professionalism to everyone involved in the activities of Piako Gymnastics Club, including family/whanau, other gymnasts, coaches, administrators and judges
- remain professional and refrain from initiating a relationship with a gymnast, and discourage any attempts by gymnasts to do so
- accurately represent all qualifications, experience, competence and affiliations they have
- provide a quality service to gymnasts, including:
 - maintaining qualification as appropriate

- seeking continuous improvement and development opportunities for themselves
- providing structured training that is appropriate to gymnasts needs and goals and
- seeking advice and assistance where required
- provide a safe sporting environment, as far as possible by:
 - making sure all equipment and facilities meet health and safety standards
 - making sure all equipment, rules, training and environments are appropriate, taking into account gymnasts’ ages, maturity (physical and emotional) experience and ability
 - encouraging gymnasts to seek medical advice when sick or injured
 - being considerate and proactive toward sick and injured gymnasts
 - be alert to the abuse of gymnasts, verbally, physically and emotionally

Governing Committee/Administrators

Governing Committee/Administrators are expected to:

- be responsible and accountable for the overall management and wellbeing of the club
- create a collaborative and inclusive club
- have a good understanding of Piako Gymnastics Clubs policies, procedures and other relevant rules or guidelines, ensuring the club acts in accordance with them

Club based judges

Club based judges are expected to:

- judge events/gymnasts fairly and impartially, placing gymnast safety a the heart of their approach
- have a thorough understanding of the gymnastics rules
- condemn unsporting behaviour and encourage respect for competitors
- support other judges and encourage respect for them
- treat all gymnasts equally, and with dignity and respect and
- conduct themselves in an ethical way

Reporting a breach

Individuals who wish to report an alleged breach of this policy should follow the complaints procedure outlines in the Complaints Policy and Procedure.