



PARA HILLS GYMNASTIC CLUB INCORPORATED

ABN: 59 148 120 308

Ingle Farm Recreation Centre
Corner Beovich Road & Roopena Street,
Ingle Farm SA 5098

P: PO Box 402, Modbury North SA 5092

M: 0451 326 030

E: phgclubinc@outlook.com

W: www.parahillsgymnastics.com.au

CODES OF BEHAVIOUR POLICIES

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Disclaimer: Please note that this information is not intended to constitute legal advice and is provided as general information only. You should not rely on it without first verifying the accuracy, completeness and currency of the material and its relevance to your individual circumstances



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TABLE OF CONTENTS

ITEM NO.	CODES OF BEHAVIOUR POLICIES	PAGE NO.
1.	TABLE OF CONTENTS	1
2.	GENERAL CODE OF BEHAVIOUR	2
3.	COACHES CODE OF ETHICS	3 - 5
4.	JUDGES CODE OF ETHICS	6 - 7
5.	PARTICIPANT CODE OF BEHAVIOUR	8
6.	ADMINISTRATOR (Volunteer) CODE OF BEHAVIOUR	9
7.	PARENT/GUARDIAN CODE OF BEHAVIOUR	10
8.	SPECTATOR CODE OF BEHAVIOUR	11



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CODES OF BEHAVIOUR POLICIES

GENERAL CODE OF BEHAVIOUR

As a member of GA, a member association, PHGC or at other affiliated clubs or a person required to comply with this Policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by GA, a member association, PHGC or other affiliated clubs and in any role you hold within GA, a member association, PHGC or other affiliated clubs;

- Respect the rights, dignity and worth of others.
- Be fair, considerate and honest in all dealing with others.
- Be professional in, and accept responsibility for, your actions.
- Make a commitment to providing quality service.
- Be aware of, and maintain an uncompromising adherence to GA standards, rules, regulations and policies.
- Operate within the rules of the sport including national and international guidelines which govern GA, the Member Associations, PHGC and other affiliated clubs.
- Do not use your involvement with GA, a member association, PHGC or other affiliated clubs to promote your own beliefs, behaviours or practices where these are inconsistent with those of GA, a member association, PHGC or other affiliated clubs.
- 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.
- Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- Refrain from any form of harassment of others.
- Refrain from any behaviour that may bring GA, a member association, PHGC or other affiliated clubs into disrepute.
- Provide a safe environment for the conduct of the activity.
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.
- Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.



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COACHES CODE OF ETHICS

In addition to GA's General Code of Behaviour (Page 2), you must meet the following requirements in regard to your conduct during any activity held or sanctioned by GA, a member association, PHGC or other affiliated clubs and in your role as a coach appointed by GA, a member association, PHGC or other affiliated clubs:

Abide by the rules of GA as set forth in its constitution and by-laws, governing member associations, PHGC and other affiliated clubs.

- follow procedures for enforcement of the Code of Ethics;
- accept any judgments made; and
- use the established procedures for challenging a competitive result, contesting a team selection decision, complaining about the conduct of another member, or attempting to change policy of PHGC.

Direct your observations and recommendations regarding all aspects of gymnastics to the appropriate persons for the betterment of the sport.

- be constructive with criticisms and direct comments and observations to the relevant individuals and organisations, to avoid gossip, innuendo and malicious comment; and
- respect the efforts of appointed and elected representatives

Represent yourself and your coaching status in an honest and professional manner, without bringing the coaching profession or PHGC into disrepute

- use your accreditation status and Technical Membership of GA to represent your ability in an honest manner, not to gain unwarranted favours;
- be professional in and accept responsibility for your actions;
- extend professional courtesy to other coaches, athletes and their parents by keeping them informed in matters relevant to athlete's training programs;
- abide by and respect the regulations governing sport and the organisation and individuals administering those regulations;



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- be a role model for your sport and the athletes; and
- respect the rights, dignity and worth of every human being within the conduct of your involvement in gymnastics

Exercise a standard of care consistent with your competence and obligations as a coach

- show concern for the health, safety and welfare of athletes and colleagues;
- coach within the limits of your competence as a coach;
- follow PHGC safety guidelines in respect of the duty of care owed to the athlete;
- provide planned and sequential training programs based on the individual developmental needs of athletes;
- modify the training program for injured athletes based on appropriate medical advice when required; and
- provide a safe environment for participants in training and competition

Provide a quality service to your athletes and to the sport

- maintain or improve your current National Coaching Accreditation scheme accreditation;
- seek continual improvement through performance appraisal and ongoing coach education;
- honour the responsibilities given to a coach by keeping all relevant qualifications up to date; and
- work to ensure athletes' time spent with you is a positive experience

Promote and assist in the development of the coaching profession

- assist others to develop good attitudes, skills and knowledge relating to the sport; and
- promote and assist in the education of other coaches



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Put athletes' welfare first; making decisions based on the best interests of your athletes' sporting, education and vocational careers

- acknowledge the individual talents and potential of athletes; and
- maintain a balanced emphasis of sporting involvement within educational and career objectives

Show leadership, and support efforts to remove the abuse of drugs in sport

- abide by the regulations of the relevant national and international sporting and government bodies; and
- respect the health and dignity of athletes to compete on the basis of their abilities; within the rules of the sport of gymnastics

Encourage, by example, the removal of any form of personal abuse or inappropriate discrimination

- refrain from verbal, physical or emotional abuse;
- refrain from any form of sexual harassment towards athletes and colleagues;
- refrain from using the influence of a coaching position to encourage inappropriate intimacy between coach and athlete;
- refrain from any discriminatory practices on the basis of race, religion, ethnic background, or special ability/disability of athletes; and
- be alert to any forms of abuse towards your athletes from other sources whilst they are in your care

Ensure physical contact with athletes is appropriate and necessary for the athletes' skill development

- ensure spotting methods and philosophy are consistent with established gymnastics principles; and
- ensure spotting is used only to facilitate learning or safe performance



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JUDGES CODE OF ETHICS

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In order to present a professional image and to judge objectively and accurately, all judges should:

In General:

- understand and abide by the Judge's Oath;
- be fully conversant with the International Gymnastics Federation Code of Points and/or any other published rules and regulations pertaining to the standard of gymnastics being judged;
- actively maintain technical knowledge through ongoing review of the Code of Points, technical publications, videos and gym floor participation;
- attend all pre-competition judge's meetings;
- dress in a tidy fashion benefiting the status and image of a judge;
- be punctual for all official events;
- avoid the use of derogatory language; and
- be prepared to counsel athletes and coaches regarding the athlete's performance after competitions

When travelling with a team:

- report any significant outcomes from the pre-competition meetings to the team coach;
- be available to attend training sessions to advise on judging matters;
- emphasise the spirit of the sport rather than the errors;
- compliment and encourage all competitors;

Page 6

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- be accountable for one's own judging performance; and
- be a current Technical Member of GA/State Association.

At competitions:

- dress in the standard judge's uniform for competition;
- be prepared for the competition by having all personal judging equipment and accessories readily available and by being conversant with the apparatus and exercises;
- be co-operative with competition organisers, floor managers, announcers and head judges;
- be quick and accurate in determining scores;
- be co-operative in judges' conferences and assist the head judge to arrive at the final score;
- be prepared to justify scores in a judge's conference; and
- be consistent, objective and courteous at all times



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PARTICIPANT CODE OF BEHAVIOUR

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- Respect the rights, dignity and worth of fellow participants, coaches, officials and spectators.
- Do not tolerate acts of aggression.
- Respect the talent, potential and development of fellow participants and competitors.
- Care for and respect the equipment provided to you as part of your program.
- Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- At all times avoid intimate relationships with your coach.
- Conduct yourself in a professional manner relating to language, temper and punctuality.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
- Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
- Cooperate with coaches and staff in the development of programs to adequately prepare you for competition at the highest level.



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- Involve people in planning, leadership, evaluation and decision making.
- Give all people equal opportunities to participate.
- Create pathways for people to participate in sport, not just as an athlete but as a coach, judge, administrator, etc.
- Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of participants.
- Provide quality supervision and instruction for junior participants.
- Remember that people participate for their enjoyment and benefit. Do not overemphasise awards.
- Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and judging.
- Ensure that all involved in the sport emphasises fair play, not winning at all costs.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Support implementation of all policies of GA, the State Association and the club.
- Make it clear that any abuse is unacceptable and will result in disciplinary action.
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion



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PARENT/GUARDIAN CODE OF BEHAVIOUR

As a parent of a participant in any activity held by or under the auspices of GA, a member association, PHGC or other affiliated clubs, you must meet the following requirements in regard to your conduct during any such activity or event:

- Respect the rights, dignity and worth of others, regardless of their gender, ability, cultural background or religion.
- Remember that your child participates in sport for their own enjoyment, not yours.
- Focus on your child's efforts and performance rather than winning or losing.
- Never ridicule or yell at your child and other children for making a mistake or losing a competition.
- Show appreciation for good performance by all participants (including opposing participants).
- Show appreciation for volunteers, coaches, judges and administrators.
- Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
- Respect officials' decisions and teach children to do likewise.
- Do not physically or verbally abuse or harass anyone associated with the sport (participant, coach, judge, etc).
- Be a positive role model.
- Allow fellow parents the respect they deserve in their viewing or involvement in their child's participation.
- Be aware of the repercussions that any breaches of this code of behaviour may incur.



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SPECTATOR CODE OF BEHAVIOUR

As a spectator of any activity held by or under the auspices of GA, a member association, PHGC or other affiliated clubs, you must meet the following requirements in regard to your conduct during any such activity or event:

- Respect the rights, dignity and worth of others, regardless of their gender, ability, cultural background or religion.
- Focus on the participants' efforts and performance rather than winning or losing.
- Never ridicule or yell at participants for making a mistake or not winning a competition.
- Show appreciation for good performance by all participants (including opposing participants).
- Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
- Respect officials' decisions and teach others to do likewise.
- Do not physically or verbally abuse or harass anyone (participant, coach, judge, administrator, etc). Report those that do to the relevant party.
- Be a positive role model.
- Check on the appropriate event, club or state bodies' policy on photography of participants before taking photos or videos.
- Allow fellow spectators the respect they deserve in their viewing of the class/event.
- Be aware of the repercussions that any breaches of this code of behaviour may incur.