

PIT Gymnastics is committed to providing a sport and work environment free of discrimination, harassment or any form of abuse. PIT Gymnastics is also committed to the safety, wellbeing, and empowerment of all children accessing our programs and services including indigenous children, those from culturally and linguistically diverse backgrounds and children living with a disability.

We believe that all Club Members – gymnasts and their families, volunteers, coaches and staff have the right to be treated with respect and dignity.

PIT Gymnastics and all of our members has a zero-tolerance approach to any form of child abuse, harassment, discrimination and other forms of inappropriate behaviour in our Club. We will take any complaints of this nature seriously, and will ensure they are dealt with promptly, sensitively and confidentially. Disciplinary action can be taken against a person who is found in breach of this policy.

PIT Gymnastics is committed to ensuring a child safe environment for all of our young participants. PIT Gymnastics has developed a Child Safe and Child Friendly Policy that comprehensively addresses this prioritised focus.

## **Member Protection Information Officer**

The club has appointed Member Protection Information Officers and Gymnastics Victoria and Gymnastics Australia also have trained Member Protection Information Officers available. The Member Protection Information Officer is the first point of contact and source of advice to Club Members for any enquiries, concerns or complaints about harassment or abuse. The officer provides confidential information and moral support to the person with the concern or who is alleging harassment. Member Protection Information Officers do not investigate or resolve conflicts or try to bring the complainant and the person complained about together. The officer may accompany the complainant in anything they decide to do, if it seems appropriate and they are happy to do it.

## **Members Code of Behaviour**

Members of PIT Gymnastics are expected to meet the following requirements regarding conduct in any role held with gymnastics or during any activity held or sanctioned by the Club, Gymnastics Victoria, Gymnastics Australia or an affiliated club:

- 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 standards, rules, regulations and policies
- Operate within the rules of the sport including national and international guidelines
- Do not use your involvement with the sport of gymnastics to promote your own beliefs, behaviours or practices where these are inconsistent with those of the Club
- 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 at all times.
- Refrain from any form of harassment of others
- Refrain from any behaviour that may bring the sport of gymnastics, the Club, a member association or an affiliated club 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

## **ANTI-DISCRIMINATION AND HARASSMENT**

PIT Gymnastics opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favorably 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; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers.

PIT Gymnastics Anti-Discrimination and Harassment Policy follows the guidelines of Gymnastics Australia's Policy to protect the safety and well-being of all PIT Gymnastics members.

For further information please go to [www.gymnasticsvictoria.org.au](http://www.gymnasticsvictoria.org.au)

PIT Gymnastics is inclusive of all members of our community and does not discriminate against people based on age, gender, ethnicity, ability or religious background.

## **INCLUSION POLICY**

- PIT Gymnastics will strive to actively identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that people with disabilities and other exclusion factors are given optimal opportunity to participate in all aspects of gymnastics.
- PIT Gymnastics staff shall, within their areas of responsibility, take appropriate steps to recognize and remove any barriers which exist to programs and services, within the physical, social, and virtual environment of gymnastics.
- PIT Gymnastics will:
  - ensure that all members and families of our Club are treated with respect and dignity.
  - ensure that students are not discriminated against and where necessary, are accommodated to participate in our programs.
  - acknowledge and respond to the diverse needs, identities and strengths of all gymnasts
  - encourage empathy and fairness towards others
  - contribute to positive learning, engagement and wellbeing outcomes for students
  - PIT Gymnastics will endeavour to provide educational opportunities to staff to ensure that people with disabilities can successfully participate in all aspects of gymnastics to their level of ability.
  - PIT Gymnastics will encourage its club staff to complete the GA resource 'Managing Inclusion in Gymnastics'.

The PIT Gymnastics Member Protection Policy is aligned with the Gymnastics Victoria Member Protection Policy. If you would like to view this policy please go to the Gymnastics Victoria website

Policy published:

- Website Policies