

FCGC Code of behavior Policy

GENERAL CODE OF BEHAVIOUR

Members or participants of FCGC are required to comply with this Policy and must meet the following requirements in regard to their conduct during any activity held or attended by FCGC and in any role they hold within FCGC:

- (a) Respect the rights, dignity and worth of others, and value their ideas and opinions;
- (b) Comply with the FCGC's Member protection and Child Protection Policy;
- (c) Conduct themselves in line with FCGC values;
- (d) Be fair, considerate and honest in all dealings with others;
- (e) Be professional in, and accept responsibility for, their actions;
- (f) Maintain a duty of care to others involved in FCGC or (where a duty of care applies);
- (g) Comply with FCGC guidelines, policies and procedures, including this Policy, regarding appropriate physical contact with children;
- (h) Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, ensuring words and actions of members of FCGC set the highest possible example;
- (i) Avoid unaccompanied and unobserved activities with children to the greatest extent possible;
- (j) Establish and maintain an environment that is safe for the conduct of activities and for children;
- (k) Show concern and caution towards others who may be sick or injured;
- (l) Be a positive role model;
- (m) Be aware of, and maintain an uncompromising adherence to, FCGC's standards, rules, regulations and policies, including this Policy; and
- (n) Understand the repercussions if they breach, or are aware of any breaches of, this code of behavior.

1. Member Code of Behaviour - Members include participants, staff, participants gaurdians, associate members, honorary members and life members)

In addition to FCGC's General Code of Behaviour members of FCGC are required to comply with this Policy and must not:

- (a) Shame, humiliate, oppress, belittle or degrade any person, particularly children;
- (b) Unlawfully discriminate against any person, particularly children;
- (c) Engage in open discussions of a mature or adult nature in the presence of children;
- (d) Engage in any activity with a child that is likely to physically or emotionally harm them;
- (e) Initiate unnecessary physical contact with a child, or do things of a personal nature for them that they can do for themselves;
- (f) Be alone with a child unnecessarily and for more than the shortest possible time;
- (g) Develop a 'special' relationship with a specific child for their own needs;
- (h) Show favouritism to children through the provision of gifts or inappropriate attention;
- (i) Arrange contact, including online contact, with children outside the organisation's programs or activities;
- (j) Have contact with children under the influence of alcohol or illegal drugs;
- (k) Use inappropriate language in the presence of children;
- (l) Do anything that brings FCGC, into disrepute or engage in conduct that is unbecoming;
- (m) Engage in any form of harassment of others; and
- (n) Use their involvement with FCGC, to promote their own beliefs, behaviours or practices where these are inconsistent with those of FCGC.

2. COACHES' and STAFF CODE OF ETHICS

In addition to FCGC's General Code of Behaviour coaches and staff must meet the following requirements in regard to their conduct during any activity held by FCGC and in their role as a coach appointed by FCGC:

- (a) Abide by the rules of FCGC as set forth in its Constitution, policies, rules and regulations
- (b) Direct observations and recommendations regarding all aspects of gymnastics to the appropriate persons for the betterment of the sport
 - (i) be constructive with criticisms and direct comments and observations to the relevant individuals and organisations, to avoid gossip, innuendo and malicious comment; and
 - (ii) respect the efforts of appointed and elected representatives of FCGC.
- (c) Represent themselves and their coaching status in an honest and professional manner, without bringing the coaching profession or FCGC into disrepute
 - (i) be professional in and accept responsibility for one's own actions;
 - (ii) be a positive role model for the sport of gymnastics and the athletes; and
 - (iii) respect the rights, dignity and worth of every human being within the conduct of one's own involvement in the sport of gymnastics.
 - (iv) at all times keep relationships with gymnasts and staff under the age of 18 and their family's professional. Building personal relationships with gymnasts and staff under the age of 18 or with families with children under the age of 18 is prohibited. Staff prior relationships must be detailed in writing to ensure new personal relationships with children / families with children are not developed through employment at FCGC. This includes not contacting families in anyway outside of your role at FCGC including via phone, email, social media or in person. At no times should staff share their personal contact details with gymnasts under the age of 18 or with families with children under the age of 18.
- (d) Exercise a standard of care consistent with one's own competence and obligations
 - (i) show concern for the health, safety and welfare of athletes and colleagues;
 - (ii) coach within the limits of one's own competence as a coach;
 - (iii) follow FCGC safety guidelines;
 - (iv) provide planned and sequential training programs based on the individual developmental needs of athletes;
 - (v) modify the training program for injured athletes based on appropriate medical advice when required; and
 - (vi) provide a safe environment for participants in training and at events.
- (e) Provide a quality service to gymnasts and to the sport of gymnastics
 - (i) maintain or improve current National Coaching Accreditation Scheme accreditation;

- (ii) seek continual improvement through performance appraisal and ongoing coach education;
 - (iii) honour the responsibilities given to a coach by keeping all relevant qualifications up to date; and
 - (iv) work to ensure athletes' time spent with a coach is a positive experience
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- (f) Promote and assist in the development of the coaching at FCGC
 - (i) assist others to develop good attitudes, skills and knowledge relating to the sport; and
 - (ii) promote and assist in the education of other coaches.
 - (g) Put athletes' welfare first, making decisions based on the best interests of their gymnast.
 - (i) Encourage, by example, the removal of any form of personal abuse or inappropriate discrimination
 - (i) Verbal, physical or emotional abuse is unacceptable;
 - (ii) Any form of sexual harassment is unacceptable;
 - (iii) DO NOT use the influence of a coaching position to encourage inappropriate intimacy between coach and athlete;
 - (iv) Any discriminatory practices against athletes are unacceptable; and
 - (v) be alert to any forms of abuse towards gymnasts from other sources.
 - (j) Ensure physical contact with gymnast is appropriate and necessary for the athletes' skill development
 - (i) ensure spotting methods and philosophy are consistent with established gymnastics principles;
 - (ii) ensure spotting is used only to facilitate learning or safe performance;
 - (k) do nothing that brings FCGC or the sport of gymnastics into disrepute.

3. JUDGES' CODE OF ETHICS

In addition to FCGC's General Code of Behaviour judges must meet the following requirements in regard to their conduct during any activity held or attended by FCGC and in their role as an official appointed by FCGC:

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

- a) understand their obligations as a judge at the event;
- b) be fully conversant with rules, requirements and procedures of the event;
- c) actively maintain technical knowledge through ongoing review;
- d) attend all pre-competition judge's meetings;
- e) dress in a tidy fashion benefiting the status and image of a judge;
- f) be punctual for all official events;
- g) avoid the use of derogatory language;
- h) be prepared to counsel athletes and coaches regarding the athlete's performance after competitions
- i) be prepared for the event by having all personal judging equipment and accessories readily available and by reviewing the event rules, requirements and procedures
- j) be co-operative with competition organisers, floor managers, announcers and head judges;
- k) be quick and accurate in determining scores;
- l) be co-operative in judges' meetings and assist as necessary;
- m) be consistent, objective and courteous at all times
- n) Do nothing that brings FCGC or the sport of gymnastics into disrepute.

4. PARTICIPANT CODE OF BEHAVIOUR

In addition to FCGC's General Code of Behaviour, participants must meet the following requirements in regard to their conduct during any activity held or attended by FCGC and in their role as a participant :

- (a) Respect the rights, dignity and worth of fellow participants, coaches, officials, spectators and staff;
- (b) Do not tolerate acts of aggression;
- (c) Respect the development of fellow participants and competitors;

- (d) Care for and respect the equipment provided to participants as part of their program;
- (e) Be frank and honest with their coaches concerning illness and injury and their ability to train fully within the program requirements;
- (f) At all times avoid intimate relationships with coaches and staff;
- (g) Conduct themselves in a professional manner relating to language, temper and punctuality;
- (h) Do not use derogatory language;
- (i) Maintain high personal behaviour standards at all times;
- (j) Abide by the rules and respect the staff and their decisions and follow their instructions at all times; and
- (k) Do nothing that brings FCGC or the sport of gymnastics into disrepute

5. ADMINISTRATOR AND VOLUNTEER CODE OF BEHAVIOUR

In addition to FCGC's General Code of Behaviour, administrators and volunteers must meet the following requirements in regard to their conduct during any activity held by or attended by FCGC and in their role as an administrator or volunteer of FCGC;

- (a) Involve people in planning, leadership, evaluation and decision making.
- (b) Give all people equal opportunities to participate;
- (c) Create pathways for people to participate in the sport of gymnastics, not just as an athlete but as a coach, judge, administrator etc.;
- (d) Ensure that rules, equipment and training schedules are modified to suit the age, ability and maturity level of participants;
- (e) Provide quality supervision and instruction for all participants;
- (f) Remember that people participate for their enjoyment and benefit. Do not overemphasise awards;
- (g) Help coaches and judges highlight appropriate behaviour and skill development, and help improve the standards of coaching and judging;

- (h) Ensure that all involved in the sport of gymnastics emphasise fair play, not winning at all costs;
- (i) Set an example through positive and supportive behaviour and comments;
- (j) Support implementation of all policies of FCGC;
- (k) Make it clear that any abuse is unacceptable and will result in disciplinary action;
- (l) Do not use derogatory language;
- (m) Respect the rights, dignity and worth of every person; and
- (n) Do nothing that brings FCGC or the sport of gymnastics into disrepute.

6. FCGC's Committee members CODE OF CONDUCT AND DECLARATION OF INTEREST STATEMENT

Committee members of FCGC will:

(a) General Conduct and duties

- (i) at all times conduct themselves with the courtesy and respect of others;
- (ii) discharge their fiduciary duties in the best interests of the members of FCGC as a whole;
- (iii) acknowledge that they represent the Committee of FCGC and must do so with the best interests of FCGC in mind;
- (iv) conduct themselves independently and free from undue influence at all times;
- (v) act in good faith at all times;
- (vi) exercise due care and diligence in all matters; and
- (vii) meet FCGC's Federal, State and Territory statutory obligations.

(b) Conflicts

- (i) Declare any conflict of interest which may arise when:
 - (A) a committee member or his/her immediate family or business stand to gain financially from any business dealings, programs or services provided to FCGC;

(B) a Committee member offers a professional service to FCGC;

(C) a committee member stands to gain professionally or personally from any knowledge derived from his or her position if that knowledge is used for personal or professional advantage; and/or

(D) a committee member holds a position in another organisation which deals with FCGC.

(c) Further obligations

(i) not act independently of FCGC without the consent of the committee;

(ii) participate fully and constructively in the deliberations and decisions of the Committee and communicate openly to achieve FCGC's goals; and

(iii) do nothing that brings FCGC or the sport of gymnastics into disrepute.

7. PARENT/GUARDIAN AND SPECTATOR CODE OF BEHAVIOUR

In addition to FCGC's General Code of Behaviour Parents/guardian of a participant and spectators of any activity held by or attended by FCGC must meet the following requirements in regard to their conduct during any such activity or event:

(a) Respect the rights, dignity and worth of others;

(b) Remember that participants attend for their own enjoyment, not that of the parent/guardian or spectator;

(c) Focus on the efforts by participants rather than winning or losing;

(d) Never ridicule or yell;

(e) Show appreciation for good performance by all participants (including opposing participants);

(f) Show appreciation for volunteers, coaches, judges and administrators;

(g) Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as the words and actions of parents/guardians and other adults set an example;

(h) Respect staff, coaches and officials' and their decisions and instructions and teach children to do likewise;

- (i) Do not physically or verbally abuse or harass anyone and report those that do to the relevant party;
- (j) Be a positive role model;
- (k) Allow others the respect they deserve in their viewing and/or involvement in the gymnasts participation;
- (l) Do not use of derogatory language;
- (m) Be aware of the repercussions that any breaches of this code of behaviour may incur; and
- (n) Gain permission before taking photos or videos and never post photos of others without consent; and,
- (o) Do nothing that brings FCGC or the sport of gymnastics into disrepute.

BREACH OF CODE OF BEHAVIOUR

A non-serious breach of the code of behavior will be dealt with initially by the operations manager. If the breach is determined not to be serious then the breach will be discussed with the member and a warning given. Provided there is no future breach the matter will be considered to be resolved. A serious or repeated breach will be referred to the committee and dealt with according to the association rules “Division 2 – Disciplinary action” and may involve reprimand, suspension or expulsion.