



Code of Conduct Policy

Commitment to Te Tiriti o

Waitangi

Cambridge Gymnastics Club recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

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

Values

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

Cambridge 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 must be cared for, treated with respect and their welfare placed at the center 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 Cambridge Gymnastics Club activities.
- Support an inclusive environment where all people are treated with dignity, respect,

and courtesy.

Application

This code applies to anyone involved in Cambridge Gymnastics Club and the national gymnastics body, Gymnastics New Zealand, where applicable. This includes volunteers, participants, supporters, club members, employees, service providers, and whanau/families of participants.

It is to be read together with other Cambridge Gymnastics Club policies and procedures.

Expected Behaviours

Everyone

Everyone involved with Cambridge Gymnastics Club must obey the law, always.

Everyone is expected to:

Participants

Participants are expected to:

- play competitively and fairly
- play by the rules of the activity/sport
- be humble in both success and defeat
- be respectful of officials/referees, coaches, team managers, teammates, and other competitors
- refrain from arguing with or abusing officials/ referees, coaches, and team managers
- be cooperative with officials/referees, coaches, team managers, teammates, and other competitors.

Whānau/Family

Whānau/family of participants are expected to:

- lead by example
- remember participant enjoyment of the activity/sport is most important
- encourage participants, not force them
- focus on participation, effort, and performance, not the result
- never punish participants for making a mistake or not winning
- encourage participants to follow the rules of gymnastics
- encourage low-level resolution of disagreements
- be appreciative of judges, coaches, supervisors, and managers, and respect their decisions.

Coaches/supervisors

Coaches/supervisors are expected to

- lead by example
- respect and treat all participants fairly and equally
- support participants to reach their full potential, keeping in mind their individual talents, developmental stages, and sporting/activity goals
- provide all participants with equal attention and opportunities
- operate within the rules of gymnastics, and the principles of fair play, while encouraging participants 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 Cambridge Gymnastics Club including whanau/family, other competitors, coaches, judges, and managers
- remain professional and refrain from initiating a relationship with a participant, and discourage any attempts by participants to do so
- accurately represent all qualifications, experience, competence, and affiliations they have
- provide a quality service to participants, including:
 - maintaining qualifications as appropriate
 - seeking continuous improvement and development opportunities for themselves
 - providing structured training that is appropriate to participants' 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, considering participants' ages, maturity (physical and

- emotional), experience and ability
- encouraging participants to seek medical advice when sick or injured
- being considerate and proactive toward sick and injured participants
- be alert to the abuse of participants, verbally, physically, and emotionally.

Team managers/supervisors

Team managers/supervisors are expected to:

- be responsible and accountable for the overall management and wellbeing of the team/group
- create a collaborative and inclusive team/group environment
- have a good understanding of Cambridge Gymnastics Club policies and other relevant gymnastics rules of guidelines, ensuring the team/group acts in accordance with them.

Organisation based Judges

Judges are expected to:

- judge fairly and impartially, placing participant safety at the heart of their approach
- have a thorough understanding of gymnastics rules
- condemn unsporting behaviour and encourage respect for competitors
- support other judges/officials and encourage respect for them
- treat all participants 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 outlined in the Complaints Policy and Procedure.