

1. Introduction

WAGS strives to provide a safe, fair and inclusive environment for everyone involved in our organisation.

This includes providing everyone involved in our organisation with a positive and enriching sporting environment that promotes their participation and development in the sport. WAGS is committed to safeguarding everyone involved in our organisation and ensuring that all Participants and Members feel, and are, safe.

2. Purpose

The purpose of the **WAGS** Code of Ethics and Codes of Behaviour is to clearly outline the standards of behaviour expected of all persons involved in our organisation and in our sport.

To act within the rules and spirit of our sport;

- a. To display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment;
- b. To prioritise the safety and wellbeing of children involved in our sport;
- c. To report any behaviour that is a breach of this code to help prevent the abuse of children in our sport;
- d. To encourage and support opportunities for participation in all aspects of our sport.

This document includes an over-arching Code of Ethics that all members and all applicable persons (outlined below) are expected to adhere to.

Also included in this document are a series of Codes of Behaviours detailing the roles and responsibilities of the various sections of our membership:

- a. Coaches (including volunteer coaches);
- b. Judges;
- c. Participants;
- d. Managers, administrators and volunteers;
- e. Board/committee members;
- f. Parent/Guardians and spectators.

3. Who does this apply to?

This Code of Ethics and Codes of Behaviour apply to anyone involved with **WAGS** (but not limited to) the following people, whether they are in a paid or unpaid/voluntary capacity with the club:

- a. ALL staff (paid or volunteers), including students on placement and contractors;
- b. Persons appointed or elected to boards, committees and sub-committees;
- c. Coaches;
- d. Team Managers and chaperones;
- e. Judges;
- f. Participants;
- g. Any other person involved with, or visiting, the club including parents/guardians and spectators.

4. WAGS Code of Ethics

All persons outlined in Section 3 must meet the following requirements in regard to their conduct during any activity held or sanctioned by WAGS and in any role they hold within WAGS:

- a. Respect the rights, dignity and worth of others;
- b. Conduct themselves in line with WAGS values;
- c. Be fair, considerate and honest in all dealings with others;
- d. Be professional in, and accept responsibility for, their actions;
- e. Make a commitment to providing quality service;
- f. Maintain a duty of care (and follow any safety guidelines) to others involved in WAGS;
- g. Be aware of, and maintain an uncompromising adherence to WAGS, rules, regulations and policies, including this policy;
- h. Establish and maintain an environment that is safe for the conduct of activities for children;
- i. Operate within the rules of the sport including national and international guidelines that govern Gymnastics New Zealand (Gymnastics NZ) and its affiliated clubs;
- j. Show concern and caution towards others who may be sick or injured;
- k. Show concern for the health, safety and welfare of members and participants;
- l. Give all people equal opportunities to participate;
- m. Be a positive role model, demonstrating a high degree of individual responsibility (especially when dealing with children), understanding that their words and actions are an example to others;
- n. Understand the repercussions if they breach, or are aware of any breaches of, this Code of Ethics;
- o. Do not shame, humiliate, oppress, belittle, harass or degrade any person;
- p. Do not unlawfully discriminate against any person, because of culture, race, ethnicity or disability;
- q. Do not engage in any activity with a participant that is likely to harm them;
- r. Do not do anything that brings WAGS into disrepute or engage in conduct that is unbecoming;
- s. Do not use your involvement with WAGS to promote your own beliefs, behaviours or practices where these are inconsistent with those of WAGS;
- t. Do not supply alcohol or drugs (including tobacco) to anyone participating in gymnastic events, services or programmes; and
- u. While on duty, do not:
 - (i) use or be under the influence of alcohol or drugs;
 - (ii) be incapacitated by any other legal drug such as prescription or over-the counter drugs.

5. Code of Behaviour – Coaches

In addition to adhering to and following all procedures contained within **WAGS** Code of Ethics, (Section 4 above) that is applicable to all people bound by this policy, this specific Code of Behaviour has been developed for coaches.

All coaches (paid and volunteer) must meet the following requirements in regard to their conduct during any activity held or sanctioned by **WAGS** and in their role as a coach appointed by **WAGS**.

All coaches must:

- a. put participants' welfare first, make decisions balancing gymnastics with other aspects of life:
 - (i) acknowledge the individual talents and potential of participants;
 - (ii) ensure participants and their parents/guardians are informed of their real level of ability and are not given a false impression of their level of current ability or potential;
 - (iii) provide positive reinforcement and be constructive with criticisms and direct comments and observations to the relevant individuals and organisations, to avoid gossip, innuendo and malicious comment;
 - (v) remember that people participate for their enjoyment and benefit. Do not overemphasise awards.
- b. Provide a safe environment for participants in training and competition:
 - (i) refrain from verbal, physical or emotional abuse;
 - (ii) refrain from any form of sexual harassment towards athletes and colleagues;
 - (iii) refrain from using the influence of a coaching position to encourage inappropriate intimacy between coach and athlete;
 - (v) refrain from any discriminatory practices on the basis of race, religion, ethnic background, or special ability/disability of athletes;
 - (vi) be alert to any forms of abuse towards their athletes from other sources whilst they are in their care. Ensure physical contact with athletes is appropriate and necessary for the athletes' skill development;
 - (vii) ensure compliance with the Gymnastics NZ Massaging and Stretching of Athletes Policy;
 - (viii) ensure spotting is used only to facilitate learning or safe performance.
- c. abide by the rules of Gymnastics NZ and the **WAGS** as set forth in their Constitutions, Regulations, Policies and Bylaws:
 - (i) accept any judgments made; and

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- (ii) 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 Gymnastics NZ or the club.
- d. exercise a standard of care consistent with their competence and obligations as a coach:
 - (i) coach within the limits of their competence as a coach;
 - (ii) modify the training programme for injured participants based on appropriate medical advice when required; and
 - (iii) ensure that rules, equipment, length of training and training schedules are modified to suit the age, ability and maturity level of participants;
 - (iv) be professional and accept responsibility for their actions;
 - (v) extend professional courtesy to other coaches, participants and their parents by keeping them informed in matters relevant to the participant's training programmes.
- e. provide a quality service to participants and to the sport:
 - (i) maintain or progress their current accreditation;
 - (ii) work to ensure the participant's time spent with them is a positive experience;
 - (iii) follow the performance direction the Head Coach, or equivalent, where required.
- f. promote and assist in the development of the coaching profession:
 - (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.
- a. Show leadership and support efforts to remove the abuse of drugs in sport:
 - (i) abide by the regulations of the relevant national and international sporting and government bodies; and
 - (ii) respect the health and dignity of participants to compete on the basis of their abilities; within the rules of the sport of gymnastics.

6. Code of Behaviour – Judges

In addition to adhering to and following all procedures contained within **WAGS** Code of Ethics, (Section 4 above) that is applicable to all people bound by this policy, this specific Code of Behaviour has been developed for Judges.

All judges must meet the following requirements in regard to their conduct during any activity held or sanctioned by **WAGS** and in their role as a judge appointed by **WAGS**.

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

- a. understand and abide by the Judge's Oath;
- b. be fully conversant with the FIG Code of Points and/or any other published rules and regulations pertaining to the standard of gymnastics being judged;
- c. actively maintain technical knowledge through ongoing review of the Code of Points, technical publications, videos and gym floor participation relevant to their level of judging;
- 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. be prepared to counsel athletes and coaches regarding the athlete's performance after competitions;
- h. be accountable for one's own judging performance;
- i. be consistent, objective and courteous at all times.

7. Code of Behaviour – Participants

In addition to adhering to and following all procedures contained within **WAGS** Code of Ethics, (Section 4 above) that is applicable to all people bound by this policy, this specific Code of Behaviour has been developed for participants.

All participants must meet the following requirements in regard to their conduct during any activity held or sanctioned by **WAGS** and in their role as a participant in any activity at **WAGS**.

All participants must:

- a. not initiate or tolerate acts of aggression;
- b. respect the talent, potential and development of fellow participants;
- c. care for and respect the equipment provided to them as part of their programme/activity;
- d. be frank and honest with their coach concerning illness and injury and their ability to train fully within the programme requirements;
- e. conduct themselves in a professional manner relating to language, temper and punctuality;
- f. maintain high personal behaviour standards at all times;
- g. abide by the rules and respect the decisions of judges, making all appeals through the formal process and respecting the final decision;
- h. be honest in their attitude and preparation to training;
- i. work equally hard for themselves and their team;
- j. cooperate with coaches and staff in the development of programmes to adequately prepare you for competition at the highest level; and
- k. at all times avoid intimate relationships with their coach or any other person in a position of responsibility within the Club.

8. Code of Behaviour – Administrators, Volunteers and Managers

In addition to adhering to and following all procedures contained within **WAGS** Code of Ethics, (Section 4 above) that is applicable to all people bound by this policy, this specific Code of Behaviour has been developed for administrators, volunteers and managers.

All administrators, volunteers and managers must meet the following requirements in regard to their conduct during any activity held or sanctioned by **WAGS** and in their role as an administrator, volunteer or manager appointed by **WAGS**.

All administrators, volunteers and managers must:

- a. adopt a collaborative and consultative approach to planning, leadership, management, administration and decision making;
- b. create accessible pathways for people to participate in sport, not just as a participant but as a coach, judge, administrator or any other role;
- c. ensure that rules, equipment, length of activities and training schedules are modified to suit the age, ability and maturity level of participants;
- d. ensure quality supervision and instruction is provided for child participants;
- e. remember that people participate for their enjoyment and benefit. Do not overemphasise awards;
- f. use your best endeavours to give all people equal opportunities to participate;
- g. help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and judging;
- h. ensure that all involved in the sport emphasise fair play, not winning at all costs;
- i. support implementation of all policies and procedures of Gymnastics NZ and the Club; and
- j. make it clear that any breach of this policy including abuse, bullying or harassment is unacceptable and may result in disciplinary action.

9. Code of Behaviour –Committee members

In addition to adhering to and following all procedures contained within **WAGS** Code of Ethics, (Section 4 above) that is applicable to all people bound by this policy, this specific Code of Behaviour has been developed for Board/Committee members.

All Board/Committee members must meet the following requirements in regard to their conduct during any activity held or sanctioned by **WAGS** and in their role as a Board/Committee member appointed by **WAGS**.

Board/Committee members will:

- a. at all times, conduct themselves showing courtesy and respect for, and of, others;
- b. discharge their fiduciary duties in the best interests of the members of the club as a whole;
- c. acknowledge that they represent only the Board/Committee and do not, and cannot, represent other or individual constituents including any with which they have previously been involved with and/or associated;
- d. conduct themselves independently and free from undue influence at all times;
- e. act in good faith at all times;
- f. exercise due care and diligence in all matters;
- g. declare and manage appropriately, any conflict of interest which may arise when:
 - (ii) a Board/Committee member or their immediate family or business stand to gain financially from any business dealings, programmes or services provided to the club;
 - (iii) a Board/Committee member offers a professional service to the club;
 - (iv) a Board/Committee member stands to gain professionally or personally from any knowledge derived from their Board/Committee position if that knowledge is used for personal or professional advantage; or
 - (v) a Board/Committee member holds a position in another gymnastics organisation which deals with the club.
- h. Disclose, upon election and annually thereafter, during their term of appointment all conflicts or potential;
- i. not act independently of the club without the consent of the Board/Committee; and
- j. participate fully and constructively in the deliberations and decisions of the Board/Committee and communicate openly to achieve the club's goals.

10. Code of Behaviour – Parents/Guardians and Spectators

In addition to adhering to and following all procedures contained within **WAGS** Code of Ethics, (Section 4 above) that is applicable to all people bound by this policy, this specific Code of Behaviour has been developed for parents/guardians and spectators.

All parents/guardians and spectators must meet the following requirements in regard to their conduct during any activity held or sanctioned by **WAGS** and in their role as a parent/guardian and spectator at **WAGS**.

As a parent or guardian of a participant, or as a spectator you must meet the following requirements in regard to conduct during any activity or event:

- a. remember that participants take part in sport for their own enjoyment, not yours;
- b. focus on the participant's efforts, participation and enjoyment rather than winning or losing;
- c. never ridicule or yell at your child or any other children for making a mistake, not winning, or not performing to their best ability;
- d. show appreciation for good performance by all participants (including opposing participants);
- e. show appreciation and respect for volunteers, coaches, judges and administrators;
- f. respect officials' decisions and teach others to do likewise;
- g. do not physically or verbally abuse or harass anyone associated with the sport;
- h. allow fellow parents/guardians/spectators the respect they deserve in their viewing of their child's participation; and
- i. review the club or event photographic policy before taking photos or videos of participants.