



Section 1: Management

Module 8: Behaviour Management Policy

Purpose and Statement of Commitment

BUGS Gymnastics endeavours to ensure impeccable behaviour of all gymnasts, coaches, spectators, administrators' and officials. Providing a safe, friendly and enjoyable environment for everyone involved.

Our focus is to provide a safe friendly environment for children to develop basic gymnastic skills. To offer a variety of gymnastics programs to suit children of all ages and abilities and to encourage a healthy attitude towards participating in physical activity. BUGS gymnastics has a commitment to provide a quality program with qualified and accredited coaches and staff.

Definitions and Policy Coverage

The Committee and staff of the Club have a legal and moral responsibility to manage the organisation in the best interests of the community it serves. The Club is a place that promotes responsibility, respect, civility and fun and participation for all. All gymnasts, parents, coaches, volunteers and spectators have the right to be safe and feel safe in the gym. With this right comes the responsibility to be law-abiding and accountable for their actions and behaviour.

All participants involved in the Club should discourage all instances of unsportsmanlike behaviour or acts of violence either within or outside the gym. Respect the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, cultural background or religion. Condemn the use of recreational and performance enhancing drugs and doping practices; their use endangers the health of gymnasts and is contrary to the concept of fair play. All members of the Club community are to be treated with respect, in particular those in a position of authority.

Policy Application

This Policy applies to all members of BUGS Gymnastics, employees, officers, administrators, volunteers, coaches, judges, athletes and members.

This Policy applies equally to Members involved in each of the Club's gymnastic disciplines, including Men's Artistic Gymnastics, Women's Artistic Gymnastics, General Gymnastics and KinderGym.

This Policy applies to behaviour occurring both within and outside the course of BUGS Gymnastics business, activities and events, when the behaviour involves Members and negatively affects relationships within BUGS Gymnastics sport and work environment.

Roles and Responsibilities

All members, volunteers and visitors are expected to:

- Abide by the Code of Behaviour relevant to their role



- Respect the rights of others as outlined in the Policies of BUGS Gymnastics, including, but not exclusive to:
 1. Risk Management
 2. Member Protection
 3. Codes of Behaviour
 4. Safety Rules

Policy of breaches and Consequences

BUGS Gymnastics will deal with any breach of the Behaviour Management Policy promptly, seriously, sensitively and confidentially.

Should a breach arise, the Member / Volunteer / Visitor will:

- i. Approach the person creating the problem and ask him or her to stop the behaviour.
- ii. If the behaviour continues, or it is not possible to approach the person, contact either:
 - a. Coach or manager
 - b. The Club's Member Protection Contact Officer; &/or
 - c. President or other official of the club or State association.

If no resolution is achieved, all reports are provided to a disciplinary committee, who will determine the appropriate course of action.

Confidentiality & Reporting

BUGS Gymnastics' Administrator who is responsible for implementing this Policy will keep confidential the names and details relating to breaches, unless disclosure is

- Necessary as part of the disciplinary or corrective procedure and / or
- Required by Law.