



CODE OF CONDUCT

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General

The following applies to Athletes, Coaches, Judges, Officials, Parents and Spectators of Kiroi Academy:

1. Do not engage in inappropriate conduct including conduct that may constitute Abuse, Bullying or Harassment of any Judges, Coaches, Parents, Athletes, Spectators and Officials.
2. Respect the rights, dignity and worth of every person regardless of their race, colour, religion, language, ability, politics, sexual orientation, or origin.
3. Do not use profanity when communicating with Athletes, Coaches, Judges, Officials, Parents and Spectators.
4. Do not gossip or spread information that may be untrue about Kiroi Academy.
5. Provide feedback in accordance with Kiroi Academy's Open Feedback Policy.
6. Obtain written permission from Kiroi Academy before publishing any material about Kiroi Academy on social media.
7. Do not use social media for an illegal purpose, especially in a way which may endanger, harm, or compromise the safety or wellbeing of anyone associated with Kiroi Academy.
8. Do not share any of Kiroi Academy's confidential information on social media.

Athletes

The following applies to Athletes of Kiroi Academy:

9. Understand and compete by the rules of rhythmic gymnastics.
10. Follow your Coaches' instructions during training and competitions.
11. Treat Judges courteously and respect the decisions they make. Ask your coach about their decisions if you are unhappy.
12. Always respect Kiroi Academy's facilities and the equipment it provides.
13. Athletes are responsible for the actions of the Spectators that they have invited to Kiroi Academy's premises or to spectate any competition or events which Kiroi Academy hosts or which it participates in.



Coaches and Judges

The following applies to Coaches and Judges associated with Kiroi Academy:

14. Obtain appropriate coaching or judging qualifications and keep up to date with the latest practices and principles of growth development and conditioning of junior Athletes.
15. Be reasonable in your demands of an athlete's time, energy and enthusiasm.
16. Never ridicule or yell at Athletes for making mistakes or for not winning a competition.
17. Always operate within the rules and spirit of rhythmic gymnastics.
18. Ensure that the time the Athletes spend with you is a positive experience.
19. Display respect and professionalism to all involved with rhythmic gymnastics. This includes other Athletes, Coaches, Judges, Officials and Spectators.
20. Ensure that equipment and facilities meet safety standards before Athletes use them.
21. Show concern and caution towards sick and injured Athletes. Follow the advice of medical experts when determining whether an injured Athlete is ready to recommence training or competitions.
22. Ensure that any physical contact you make with an Athlete is appropriate to the situation, or necessary for the Athlete's skill development.
23. Interpret the rules and regulations fairly and match the skill level and needs of all Athletes.
24. Be consistent, objective, and courteous when making decisions.
25. Promote appropriate sporting behaviour.

Parents and Spectators

The following applies to Parents and Spectators of Kiroi Academy:

26. Do not coach Athletes during training sessions and competitions.
27. Do not unnecessarily interfere with training sessions and stay clear of training areas.
28. Never ridicule or yell at an athlete for making a mistake.
29. Respect Judges' decisions.



Officials

The following applies to Officials of Kiroi Academy:

30. Give all Athletes equal opportunities to participate.
31. Create pathways for people to participate and develop through rhythmic gymnastics not just as Athletes but also Coaches, Judges and Officials.
32. Provide quality supervision, instruction, and a safe environment for Athletes.
33. Assist all involved in Kiroi Academy to know and understand the rules of rhythmic gymnastics.

Breaches

34. Breaches of this Code will be handled under the CDP unless:
 - (a) the Breach;
 - (i) relates to alleged Prohibited Conduct under Gymnastics Australia's Safeguarding Children and Young People Policy; or
 - (ii) relates to Discrimination under Gymnastics Australia's Member Protection Policy; or
 - (iii) the Breach otherwise falls under the jurisdiction of another Gymnastics Australia National Integrity Framework policy; and
 - (b) Kiroi Academy decides to refer the Complaint or Report to Gymnastics Australia.
35. Any person who does not comply with this Code, or who in the opinion of Kiroi Academy disrupts or attempts to disrupt trainings or competitions, may be asked to leave the gymnasium.
36. Kiroi Academy reserves the right to investigate any breaches of this Code and may issue penalties in accordance with its rules and policies, in accordance with the CDP.



Definitions

- 1.1. **Abuse** means any type of conduct that has caused, is causing, or is likely to cause harm to a person's wellbeing, whether in person, or as the result of a publication viewable by any other person by any means.
- 1.2. Abuse must be behaviours of a nature and level of seriousness which includes, but is not limited to:
 - (a) **physical abuse** and assault, including hitting, slapping, punching kicking, destroying property, sleep and/or food deprivation, forced feeding, unreasonable physical restraint, spitting at another person or biting;
 - (b) **sexual abuse** including rape and assault, using sexually degrading insults, forced sex or sexual acts, deliberately causing pain during sex, unwanted touching or exposure to pornography, sexual jokes, using sex to coerce compliance;
 - (c) **emotional abuse** such as repeated and intentional embarrassment in public preventing or excluding someone from participating in rhythmic gymnastics activities, stalking, humiliation, or intimidation;
 - (d) **verbal abuse** such as repeated or severe insults, name calling, criticism, swearing and humiliation, attacks on someone's intelligence, body shaming, or aggressive yelling;
 - (e) **financial abuse** such as restricting access to bank accounts, taking control of finances and money, forbidding someone from working, taking someone's pay and not allowing them to access it;
 - (f) **neglect** of a person's needs.
- 1.3. **Athlete** means a person who is registered, or entitled to participate in rhythmic gymnastics.
Breach means the infringement of this Code of Conduct.
- 1.4. **Bullying** means a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing.
- 1.5. Bullying must be behaviour of a nature and level of seriousness which includes, but is not limited to, repeatedly
 - (a) keeping someone out of the group (online or offline);
 - (b) acting in an unpleasant way near or towards someone;
 - (c) giving nasty looks, making rude gestures, calling names, being rude and impolite, constantly negative and teasing;
 - (d) spreading rumours or lies, or misrepresenting someone (i.e. using their social media account to post messages as if it were them);
 - (e) 'fooling around' 'messaging about' or other random or supposedly playful conduct that goes too far;
 - (f) harassing someone based on their race, sex, religion, gender, or a disability;
 - (g) intentionally and repeatedly hurting someone physically;
 - (h) intentionally stalking someone; and
 - (i) taking advantage of any power over someone else.but does **not** include legitimate and reasonable:
 - (a) management action;



- (b) management processes;
 - (c) disciplinary action; or
 - (d) allocation of activities in compliance with agreed systems.
- 1.6. **Code** means this Code of Conduct.
- 1.7. **CDP** means Kiroi Academy's Complaints and Disciplinary Policy.
- 1.8. **Coaches** means Coaches employed by Kiroi Academy.
- 1.9. **Harassment** means any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is subject of the harassment.
- 1.10. Harassment must be behaviour of a nature and level of seriousness which includes, but is not limited to:
- (a) telling insulting jokes about racial groups;
 - (b) sending explicit or sexually suggestive emails or text messages;
 - (c) displaying racially offensive or pornographic images or screen savers;
 - (d) making derogatory comments or taunts about someone's race;
 - (e) asking intrusive questions about someone's personal life, including their sex life;
 - (f) sexual harassment or any of the above conduct in the workplace by employers, co-workers, and workplace participants;
 - (g) any of the above conduct in the workplace, based on or linked to a person's disability or the disability of any other person; and
 - (h) offensive behaviour based on race or racial hatred, such as something done in public that offends, insults, or humiliates a person or group of people because of their race, colour or nationality or ethnicity.
- 1.11. **Judges** means any person judging Athletes in a competition.
- 1.12. **Officials** means administrators that are employed by Kiroi Academy.
- 1.13. **Spectators** means any person who spectates competitions or trainings of which Kiroi Academy hosts or participates in.
- 1.14. **Prohibited Conduct** has the meaning given in the National Integrity Framework and means the conduct described in clause 36 of this Code.