



KIROI ACADEMY CODE OF CONDUCT

Review Date: January 2026

Approved by: Kiroi Academy Management

1. PARENTS & SPECTATORS CODE OF CONDUCT

Parents, guardians, and spectators at Kiroi Academy must:

1. Abide by all **Kiroi Academy, Gymnastics Victoria (GV) and Gymnastics Australia (GA)** codes, policies and procedures.
2. Actively support KA's commitment to a **child-safe culture** and help eliminate verbal, physical or emotional abuse in sport.
3. Not engage in discrimination, harassment, bullying, intimidation, victimisation, or vilification of any kind (including based on age, race, gender, disability, sexuality, gender identity or religion).
4. Remember that children participate in gymnastics for **their own enjoyment**, growth and development — not to fulfil adult expectations.
5. Treat all coaches, staff, judges, volunteers, athletes and families with **respect, courtesy and fairness**.
6. Show appreciation for KA coaches, judges, staff and volunteers.
7. Be a **positive role model**, demonstrating discipline, respect, care and support for all members of the KA community.
8. Encourage and model **good sportsmanship** at all times.
9. Respect decisions made by **KA Management, coaches, judges and officials**, internally and externally.
10. Trust the **knowledge, process, expertise and direction** of the coaching team.
11. Encourage participation — do not force or pressure children.
12. Focus on effort, improvement and progress — not medals, placements or comparison.
13. Never criticise your child or any gymnast publicly. Any concerns must be raised **privately** and respectfully with KA staff.
14. Use respectful, non-offensive and non-abusive language at all times.

Photography, Filming and Spectator Behaviour

15. At competitions, only photograph or video **your own child**, unless you have explicit permission from another parent/guardian.
16. Film only from spectator areas — never approach the floor or equipment area.
17. Remain in designated spectator zones. Do not approach coaches, judges or the competition floor.
18. Follow any instructions given by KA coaches, competition staff, floor managers or officials.

Communication & Issue Resolution

19. Raise concerns **privately**, respectfully, and through the appropriate KA channels.
20. Ensure all communication (verbal or written) reflects respect, positive intent and courtesy.

Training Environment



21. Respect KA's policy of an **independent training environment**. Parents may not enter the training space except during open weeks, competitions or invited events.
22. Photography, filming or recording in **change rooms** is strictly prohibited.
23. If posting on social media, ensure no other children appear in images or videos without parental permission.

Safety & Integrity

24. Report any misconduct, inappropriate behaviour, or safety concerns to KA Management, the Head Coach or the Child Safety Representative.
25. Never engage in behaviour that could harm **Kiroi Academy's reputation** or the integrity of rhythmic gymnastics.

2. GYMNAST CODE OF CONDUCT

Gymnasts at Kiroi Academy must:

1. Participate for **your own enjoyment**, development and personal goals.
2. Treat coaches with respect, attention and consideration at all times.
3. Treat all participants — teammates, staff, judges and opponents — with kindness, fairness and dignity.
4. Be a **positive role model**, demonstrating teamwork, discipline, respect and sportsmanship.
5. Ensure all squad members feel included and valued.
6. Use **respectful language** — never offensive, belittling or harmful.
7. Show respect to opponents, officials and judges (shaking hands, thanking judges, etc.).
8. Wear correct **KA uniform**, competition leotards and tracksuits as required; follow hair and jewellery regulations.
9. Respect all decisions made by KA Management, coaches, officials and judges.
10. Trust and follow the coaching team's direction, expertise and feedback.
11. Never criticise judges or officials — direct concerns to your coach only.
12. Accept all competition results with good grace.
13. Respect other people's property; do not touch or borrow without permission.
14. Do not film, photograph or use phones in changing areas or private spaces.
15. Report any misconduct or unsafe behaviour to a KA coach or the KA Child Safety Representative.

3. OFFICIALS, COACHES & ADMINISTRATORS CODE OF CONDUCT

All KA officials, coaches, and administrators must:

1. Prioritise participation, enjoyment and development — not just outcomes.
2. Encourage and support all participants with positive reinforcement.
3. Use constructive, respectful, and clear communication.



4. Create opportunities for gymnasts to learn appropriate behaviours as well as skills.
 5. Be consistent, objective and courteous in all decisions.
 6. Actively condemn unsporting behaviour and promote respect.
 7. Foster a culturally inclusive, tolerant environment.
 8. Keep up to date with rules, judging codes, and technical standards.
 9. Help gymnasts understand their responsibilities within KA.
 10. Encourage pathways such as coaching, assisting and judging where appropriate.
 11. Ensure programs and training expectations suit the age, ability and maturity of each gymnast.
 12. Operate within the rules, spirit and integrity of the sport.
 13. Be polite, respectful and cooperative with all officials, staff and volunteers.
 14. Use physical contact only when **necessary, appropriate, and skill-related**.
 15. Listen to gymnasts and ensure their training experiences are positive and safe.
 16. Lead by example regarding alcohol, drugs and performance-enhancing substances.
 17. Use respectful, non-offensive language at all times.
 18. Be continually vigilant about safety and risk; implement procedures accordingly.
 19. Ensure facilities and equipment meet safety standards.
 20. Know your role and responsibilities and perform them to a high standard.
 21. Provide quality supervision, especially for juniors, and ensure volunteers receive adequate instruction.
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4. POLICY PROMOTION

This Code of Conduct will be:

- Published on the Kiroi Academy website
- Provided to all new members upon enrolment
- Provided to all KA staff and volunteers
- Included in induction, onboarding and annual compliance training

Failure to comply with this policy may result in disciplinary action, including suspension or termination of participation.