

## AUSSIE GEMS DANCE, GYMNASTICS & CHEERLEADING GENERAL CODE OF BEHAVIOUR

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As a member of Aussie Gems Dance, Gymnastics & Cheerleading, or a person required to comply with the Aussie Gems Dance, Gymnastics & Cheerleading Member Protection Policy you must meet the following requirements regarding your conduct during your involvement with Aussie Gems Dance, Gymnastics & Cheerleading, Gymnastics NSW, Gymnastics Australia, or another affiliated club.

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to, Aussie Gems Dance, Gymnastics & Cheerleading' standards, rules, regulations, and policies including this Policy, regarding appropriate physical contact with children.
6. Establish and maintain an environment that is safe for the conduct of activities and for children;
7. Listen and respond to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of others
8. Promote the cultural safety, participation and empowerment of First Nations people (for example, by never questioning a child's Indigenous self-identification)
9. Promote the cultural safety, participation, and empowerment of participants from culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
10. Promote the safety, participation, and empowerment of participants with a disability (for example, during personal care activities)
11. Promote the safety, participation and empowerment of participants who identify as LGBTQIA+
12. Do not use your involvement with Aussie Gems Dance, Gymnastics & Cheerleading to promote your own beliefs, behaviours or practices where these are inconsistent with those of Aussie Gems Dance, Gymnastics & Cheerleading, Gymnastics NSW and Gymnastics Australia.
13. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
14. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
15. Ensure as far as practicable that adults are not left alone with a child

16. Report any child safety concerns or allegations of child abuse and ensure any allegation is reported to the police or child protection agency.
17. If an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
18. Encourage children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
19. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.
20. Refrain from any form of harassment of others.
21. Refrain from any behaviour that may bring GA, a Member Association or an affiliated club into disrepute.
22. Provide a safe environment for the conduct of the activity.
23. Show concern and caution towards others who may be sick or injured.
24. Be a positive role model.
25. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

In addition, members of the Aussie Gems Dance, Gymnastics & Cheerleading community must not:

1. Shame, humiliate, oppress, belittle, or degrade any person, particularly children;
2. Unlawfully discriminate against any child including because of culture, race, ethnicity, or disability;
3. Engage in open discussions of a mature or adult nature in the presence of children;
4. Engage in any activity with a child that is likely to harm them physically or emotionally;
5. Initiate unnecessary physical contact with a child, or do things of a personal nature for them that they can do for themselves;
6. Be alone with a child unnecessarily and for more than the shortest possible time;
7. Develop a "special" relationship with a specific child for their own needs;
8. Show favouritism to children through the provision of gifts or inappropriate attention;
9. Arrange contact, including online contact, with children outside the organisation's programs or activities;
10. Have contact with children under the influence of alcohol or illegal drugs.