

Member Conduct and Behavior, Safety, Recognition Policy (Program 4)

Review Cycle:

Updated periodically (e.g., September 24, 2022, Feb 2023, June 2023, Dec 2023, Feb 2024, Aug 2024).

1.0 Purpose

To outline policies and procedures regarding expected conduct and behavior for all members and to ensure a safe sport environment within Whistler Gymnastics.

2.0 Scope

This policy applies to all participants, parents, staff, volunteers, and guests involved in Whistler Gymnastics programs, activities, events, and facilities.

3.0 Definitions

- **WG:** Whistler Gymnastics.
- **GymBC:** Gymnastics British Columbia.
- **HC:** Head Coach.
- **PM:** Program Manager.
- **ED:** Executive Director.

4.0 Member Conduct and Behavior

4.1 General Expectations

Whistler Gymnastics is committed to providing and maintaining a safe, healthy, positive, and respectful gym and work environment for all participants and personnel during daily operations, events, travel, and when representing the club. GymBC/WG provides a Safe Sport and Work Environment, free from all forms of violence, abuse, harassment, and discrimination, prioritizing the welfare, safety, and rights of every participant. All members (participants, parents, and personnel) and supporters are expected to comply with GymBC Expectations of Member Conduct. Every member is expected to treat others with dignity and respect; insulting, intimidating, humiliating, malicious, degrading, or offensive behavior is unacceptable.

Specific responsibilities include:

- Following safety and safe sport regulations (e.g., Gym Rules, Safety First, Rule of Two).
- Reporting medical issues limiting participation.
- Adhering to clothing, facility food/drink, and equipment use requirements.
- Displaying respect for the sport and proper representation at events.
- Acting in a sportsmanlike manner, avoiding violence, foul language, or inappropriate gestures.
- Participating to the best of their ability, on schedule, and ready.
- Avoiding deliberate, disruptive, abusive, or unsafe behaviors.
- Following facility rules and directions from authority figures.
- Displaying respect for self and others, including privacy (no unauthorized picture taking or sharing).
- No ridiculing of other participants for a poor performance or practice.
- No abusive or violent behaviors or language.

4.2 Handling Misconduct and Unacceptable Behaviors

4.2.1 Violent, Dangerous or Abusive Behaviors: The coach must immediately stop any dangerous, uncontrolled, violent, or abusive behaviors. Any form of violence (physical or verbal) by participants and flagrant, repeated disruptions endangering self or others must be stopped immediately. Incidents require immediate containment, diffusion, separation, and calming of those involved. Sitting out offenders is recommended, and it must be explained that there is no tolerance for such behavior. Coaches need to ask for assistance and direction from their supervising coach, HC, or PM. Further investigation should be private, and an incident report initiated without immediate judgment. Parents of all involved parties must be advised, and a meeting scheduled within 24 hours. Police should be advised immediately if legal action is suspected. The club complaint management officer, PM, ED, and BOD president must be notified. The complaint management officer will notify GymBC. Severe consequences, including suspension or removal from a program/club, and formal complaints/legal action, will apply.

4.2.2 Disruptive Behaviors: Disruptive behaviors (e.g., not following gym rules/coach directions, lack of control, minor pushing, profanity, continual disruptions, tardiness) must be controlled as they can lead to dangerous situations and disrespect. Class management is a coaching responsibility, and coaches should consider adjusting their methods. Consequences and Disciplinary Action for Disruptive Behaviors:

- Tell the participant privately that their behavior is unacceptable and why; they will be asked to sit out if repeated.
- On a repeated or continuing incidence, sit out the offender for longer and inform them that parents will be called within 24 hours.
- On a third repeat, send them home, calling parents for pick-up.
- Record instances in attendance records and lesson plans to track behavior patterns.
- Initiate follow-up discussions with HC/PM for further consequences and support, and follow-up with parents to devise cooperative plans.

- Any athlete who cannot follow the code of conduct will be asked to withdraw with no refund. Severe consequences, such as suspensions and removal from a program or the club, will apply for repeated disruptions. Progressive Disciplinary Procedures apply.

For steps regarding progressive discipline refer to **Progressive Discipline Policy**

4.3 Gym Rules for Everyone

- **Safety First:** The gym is a NUT-FREE Zone. Be cooperative, respectful, caring, alert, and safety-conscious. No horseplay. Follow posted equipment rules and prioritize safety.
- **Participation:** Attend regularly. Arrive on time and prepared to participate (hair up, gym clothes on). Participate to the best of your ability and keep your body under control. Understand the risk of the activity and follow equipment/facility safety procedures.
- **Coaching Interaction:** Coaching supervision is always required in the gym. Listen to and follow directions from coaches. Participate cooperatively within limits set by the coach. Get coaches' permission to go on equipment or try new skills. Master basic skills before attempting more advanced ones.
- **Facility Use:** Parents and spectators must stay in their designated area. Follow Food and Drink guidelines: No food, drink, or gum on the gym floor; observe the no-nut policy; keep food/drink in designated areas; snacks should be light and nutritious.
- **Respect & Privacy:** Respect the gym and all its Members; "Treat others as you would like to be Treated". Care for and look after each other. Respect privacy; only take and share photos when given permission. Follow the Rule of Two – not being alone or in a spot hidden from view. Help and be a good example for others. Report any maltreatment such as bullying, abuse, or harassment to a club authority.

4.4 Added Guidelines for Competitive Athletes and Their Parents

Competitive Athletes need to display exemplary behaviors and act as gym role models. They should be more self-disciplined and responsible for their own behaviors, not needing constant reminders from coaches. They should have a deeper understanding of Codes of Conduct and Athletes' Rights. They need to set attainable competitive goals with coach aid and focus their efforts. A strong work ethic is expected during training. Competitive gym should be enjoyed, with socialization not interfering with training and goals. Added procedures may be required: call for competitive athlete absence (including Pro-D days). Be on time and ready (hair up, gym wear on, fed, water bottle, smile). Only healthy, light snacks. Bring a gym bag with essentials. Meet Guidelines in the COMP Parents Handbook must be followed.

4.5 Codes of Conduct and Athletes' Rights

- **General:** Every member is expected to treat others with dignity and respect. Gym Rules must always be followed for safety. Meet Guidelines require exemplary conduct when representing the club.

- **Athletes' Rights:** Includes the right to opportunity to participate in sports regardless of ability, at a consistent developmental level, with qualified/sensitive leadership, in a safe/healthy environment, to play as children, learn proper preparation, be treated with dignity, and have fun.
- **Parents Code of Ethics:** Do not force unwilling participation; remember sports are for children's enjoyment. Encourage playing by rules, valuing honest effort over awards. Never ridicule for mistakes or losses; do not pressure for results. Applaud good performance by all. Do not publicly question officials or coaches. Support removal of verbal and physical abuse from sports.
- **Coaches Code of Ethics:** Coaches fulfill athlete's rights; treat all with courtesy/respect. Refrain from malicious gossip or demeaning remarks. Do not express displeasure at judges' work outside accepted procedures. Abusive language is unacceptable. Follow Safe Sport guidelines as set by GymBC and WG.
- Competitive Athletes and their parents are required to make and follow a special Competitive Program Commitment. They also need to follow the Meet Guidelines as provided in the Competitive Parent's Handbook.

5.0 Safe Sport and Making Safety First

WG is committed to providing a healthy, safe, and respectful gym environment by developing suitable safe sport policy and implementing safe practices. Effective, clear communication, and education to its participants, parents, and personnel must be provided, and program implementation must focus on safe programming. Additional information is found in WG P&P RISK MANAGEMENT, including Athlete Protection Program, Rule of 2, SAFETY FIRST, WG Travel Policy, and PD Summary Chart.