



Code of Behaviour Policy

Effective Date: 16/11/2022

This Code of Behaviour Policy is aimed at promoting a positive culture based on the fundamental principles of respect and integrity. Everyone should be able to work in, and participate in active recreation and sports, in an environment that promotes their wellbeing and protects them from harm and abuse.

This Code of Behaviour applies to:

- everyone associated with Mid-Island Gym Sports. This includes staff, athletes, coaches, committee members, volunteers, judges, parents and any visitors to the gymnastic club;
- “anytime, anywhere”, including training at any location, club meetings, competitions, away trips, events organized or sanctioned by the club, or by Gymnastic New Zealand;
- any form of contact whether it be in person, electronically, online or via any social media platform;
- any behaviours that brings or is likely to bring our club or sport into disrepute.

The committee will:

- promote this Code of Behaviour to everyone involved in our club
- follow the recommendations outlined in our Complaints Procedures and Child Protection and Safeguarding Policy when a concern is raised.
- be aware of and follow the requirement in the Gymnastic New Zealand Code of Behaviour where appropriate, and as required, by being an affiliated club.
- Respond to breaches or complaints made, promptly, fairly and professionally
- Seek advice from, and if appropriate, refer serious concerns to Gymnastic New Zealand and/or Safe Sport and/or The Sport and Recreation Complaints and Mediation Service (SRCMS), and/or the appropriate Statutory agencies.
- Review this Code of Behaviour regularly and update it as required

Everyone associated with MIGS is expected to:

- Be aware of their rights and responsibilities and be accountable for their own behaviour.
- Comply with the expectations outlined in this policy
- Always place the safety and wellbeing of children and young people above all other considerations
- Report any concerns of abuse or neglect to the appropriate authorities promptly and in accordance with procedures outlined in our Child Protection and Safeguarding Policy.
- Communicate respectfully and in accordance with the values of good spirit and fair play.
- Respect the rights, dignity and worth of every individual.
- Not harass, abuse or discriminate against anyone on the basis of their sex, marital status, sexual orientation, religious, ethical beliefs, race, colour, ethnic origins, employment status, disability, or other distinguishing characteristics.
- Refrain from any behaviour that could constitute, encourage or incite any form of harassment, violence or that may cause harm.
- Abstain from using any language that is discriminatory, racist, sexist, derogatory, belittling or intended to threaten or frighten, or that is profane or sexually inappropriate.
- Refrain from any abuse or misuse of your position of trust, power or influence.



- Behave respectfully and with integrity towards everyone, in person, online or via any social media platforms, whether that be in private or through a public forum.
- Proactively address any misconduct, abuse, harassment, bullying, or threatening language or behaviour towards others.
- Do not engage in, allow, condone, or ignore incidents of inappropriate behaviour, collusion, or abuse; and be supportive of anyone who reports concerns.

Reporting

- Individuals who wish to report a concern or an alleged breach of this policy should follow the complaints procedure outlined in the Complaints Policy and/or the Child Protection and Safeguarding Policy.
- The Gymnastics New Zealand Code of Behaviour needs to be referred to. The Gymnastics New Zealand Code of Behaviour applies to anyone involved in the sport of gymnastics in New Zealand, whether they are an athlete, or in a paid or unpaid/voluntary capacity with Gymnastics New Zealand or an affiliated club or organisation.
- Safe Sport, The Sport and Recreation Complaints and Mediation Service (SRCMS) or relevant Statutory agencies may need to be notified, and safeguarding actions taken.
- No civil, criminal, or disciplinary proceedings may be brought against the person or entity who makes the report which discloses confidential information, provided the disclosure is made in good faith.

Malicious complaints

- If an investigation decides that a complaint was made maliciously, and it is found that the bullying, harassment or discrimination did not happen, a misconduct investigation may be held in relation to the person who made the complaint.

Whistleblowing and Anonymous Complaints

- Where possible concerns and allegations should be made openly so the proper investigative processes can be followed. If a person still wishes to remain anonymous, Mid-Island Gym Sports may support the decision to utilise the Whistleblowing Policy to ensure that anyone with concerns relating to serious misconduct can still raise these without fear of repercussion and with confidence that they will be addressed and be referred to the appropriate authority for investigation.

Your disclosure is protected under the Whistleblowing Policy if:

- the information is about serious wrongdoing in or by your workplace
- you reasonably believe the information is true or likely to be true, and
- you want the serious wrongdoing to be investigated.

Your disclosure is not protected under the Whistleblowing Policy if:

- you know the allegations are false
- you act in bad faith
- the information you are disclosing is protected by legal professional privilege.

People who report serious wrongdoing in the workplace can be protected by the Protected Disclosures Act 2000 <https://www.ombudsman.parliament.nz/sites/default/files/2019-08/Guide%20to%20making%20a%20protected%20disclosure%20June%202019.pdf>



Resources

- The Gymnastics New Zealand Code of Behaviour <https://www.gymnasticsnz.com/wp-content/uploads/2021/01/Gymnastics-New-Zealand-Code-of-Behaviour-final-25Jan21-wip.pdf>
- **Safe Sport** Gymnastics NZ is committed to ensuring that our sport is providing positive experiences, for all involved. If anyone has something they think we need to know in the context of athlete well-being, then please get in touch with us via SafeSport@gymnasticsnz.com. This email address will be received by our CEO and the independent Chair of the Sport Integrity Unit.
- **The Sport and Recreation Complaints and Mediation Service (SRCMS)** is a safe and independent way for anyone engaged in sport and active recreation to lodge a complaint, issue or dispute and have it resolved in a timely manner. The service is free and is open to anyone involved in community sport and recreation as well as elite sport. This service is operated by Immediation New Zealand Limited, an online dispute resolution company which has been contracted by Sport NZ. It is wholly independent of Sport NZ, High Performance Sport New Zealand and all other sporting bodies, clubs and organisations. <https://www.sportsmediationservice.org.nz/> or call 0800 493 612 to lodge a complaint or dispute.

References to other Mid-Island Gym Sports Codes of Behaviour :

- Mid-Island Gym Sports (MIGS) Coaches Code of Ethics
- Code of Behaviour for Holiday Programme Staff
- Mid-Island Gym Sports Incorporated Competitive Training Contracts for Competitive Gymnasts
- Mid Island Gym Sports (MIGS) Committee Code of Behaviour

Helpful Links

- **Mid-Island Gym Sports Complaints Policy** <https://migs.co.nz/complaints-policy>
- **Mid-Island Gym Sports Child Protection and Safeguarding Policy** <https://migs.co.nz/child-protection-and-safeguarding-policy>
- **Gymnastic New Zealand Code of Behaviour** <https://www.gymnasticsnz.com/wp-content/uploads/2021/01/Gymnastics-New-Zealand-Code-of-Behaviour-final-25Jan21-wip.pdf>
- **Sport New Zealand Code of Behaviour**
<https://sportnz.org.nz/resources/code-of-Behaviour-member-protection/>
[https://sportnz.org.nz/media/3603/policy-5-code-of-Behaviour .pdf](https://sportnz.org.nz/media/3603/policy-5-code-of-Behaviour.pdf)