

# Selkirk Challengers Gymnastics Club

## Code of Conduct

Selkirk Challengers Gymnastic Club (the “Club”) is committed to providing a caring, friendly and safe environment for all our athletes, coaches, staff members, board members and volunteers (the “Members”) so they can participate in Club activities in a supporting and secure atmosphere.

The aim of the anti-bullying policy is to clarify for our Members that bullying is always unacceptable.

If bullying or harassment does occur, all Members should be able to communicate and know that incidents will be dealt with promptly and effectively.

Our Club is a community. This means that anyone who knows that bullying or harassment is happening is expected to inform the Club through a coach, staff member or volunteer. The negative effects of bullying can have an impact on a person for their entire life. We as a Club wish to encourage an environment free from threat where independence is celebrated, and individuals can flourish without fear. Every gymnast and coach have the right to be safe and happy at the Club and to be protected when he/she is feeling uncomfortable. Therefore, this policy promotes practices within the Club to reinforce our vision, and to remove or discourage practices that negate them.

### Definition of Bullying

Bullying occurs when an individual or group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying is the use of aggression with the intention of hurting or humiliating another person. It is perpetuated through the misuse of real or perceived power over a period of time. Bullying results in pain and distress to the victim.

### **Bullying can take many forms including but not limited to:**

Emotional and Verbal: Name calling, being unfriendly, excluding, tormenting, isolating an individual, spreading rumours, persistent teasing, ridicule, humiliation.

Physical: Any physical use of violence: pushing, kicking, hitting, scratching, pinching etc.

Cyber-bullying: The use of technology and internet to cause distress, alienate, threaten or humiliate.

Racist Bullying: Bullying motivated by racial, ethnic or cultural prejudice.

Sexual: Unwanted physical contact or abuse/inappropriate comments/behaviour.

Homophobic, Biphobic, Transphobic and Disablist Bullying: Bullying motivated by prejudice against individuals with different sexual preference, orientation and those who have any form of a disability.

### **Possible Signs of bullying:**

Everyone reacts in different ways, gymnasts who are being bullied may show changes in behaviour such as becoming shy, angry, nervous, feigning illness or clinging to parents and /or coaches. They may show changes in their work patterns, may lack concentration or even start to show poor attendance. These examples are not a complete list, members and parents/ caregivers should investigate when gymnasts are exhibiting a change in behaviour and habits.

### **Process when Bullying Occurs:**

- If bullying or bullying behaviour is taking place or brought to a Coach and/or Volunteer attention, it will be stopped and addressed immediately.
- Both parties involved will be taken aside and given the opportunity to voice their involvement or lack of in the situation.

Questions will be asked to further understand the event, such as:

- i) Who exactly was involved and what did they do?
- ii) Were there any witnesses?
- iii) How many times has this behaviour happened?

After this process, if a Coach determines that the behaviour exhibited is indeed in conflict with our policy, the 3 Strike rule will take effect.

### **3 Strike Rule:**

#### **1. First Offense:**

Gymnast or Member is taken aside and given a verbal warning for their behaviour. Account will be documented, and parents will be notified via email of the behaviour.

2. Second Offense:

Gymnast or Member is taken aside and notified that a letter will be written up and forwarded home via email to parents. Parents will be asked to come in for a formal discussion about gymnasts' behaviour and communicate next course of action if the behaviour continues.

3. Third Offense:

Gymnast is taken aside and notified of their third strike. Gymnast will be asked to leave the class and parents called to be picked up. Gymnast and parents will be reminded of the third strike, be notified they will receive a formal letter from the Club that the gymnast will no longer be participating for the rest of the recreational or competitive season. No refunds will be provided due to disregard of policy.

By working together and portraying respect to others, we as a community can continue to provide a safe, healthy and thriving environment for our Club to flourish in.

*In the event of extreme behavior or actions by a gymnast, parent, or member of the Club—particularly those that compromise the safety, dignity, or well-being of others—the Club reserves the right to suspend or terminate that individual's membership or involvement without proceeding through the standard steps outlined in the Code of Conduct.*