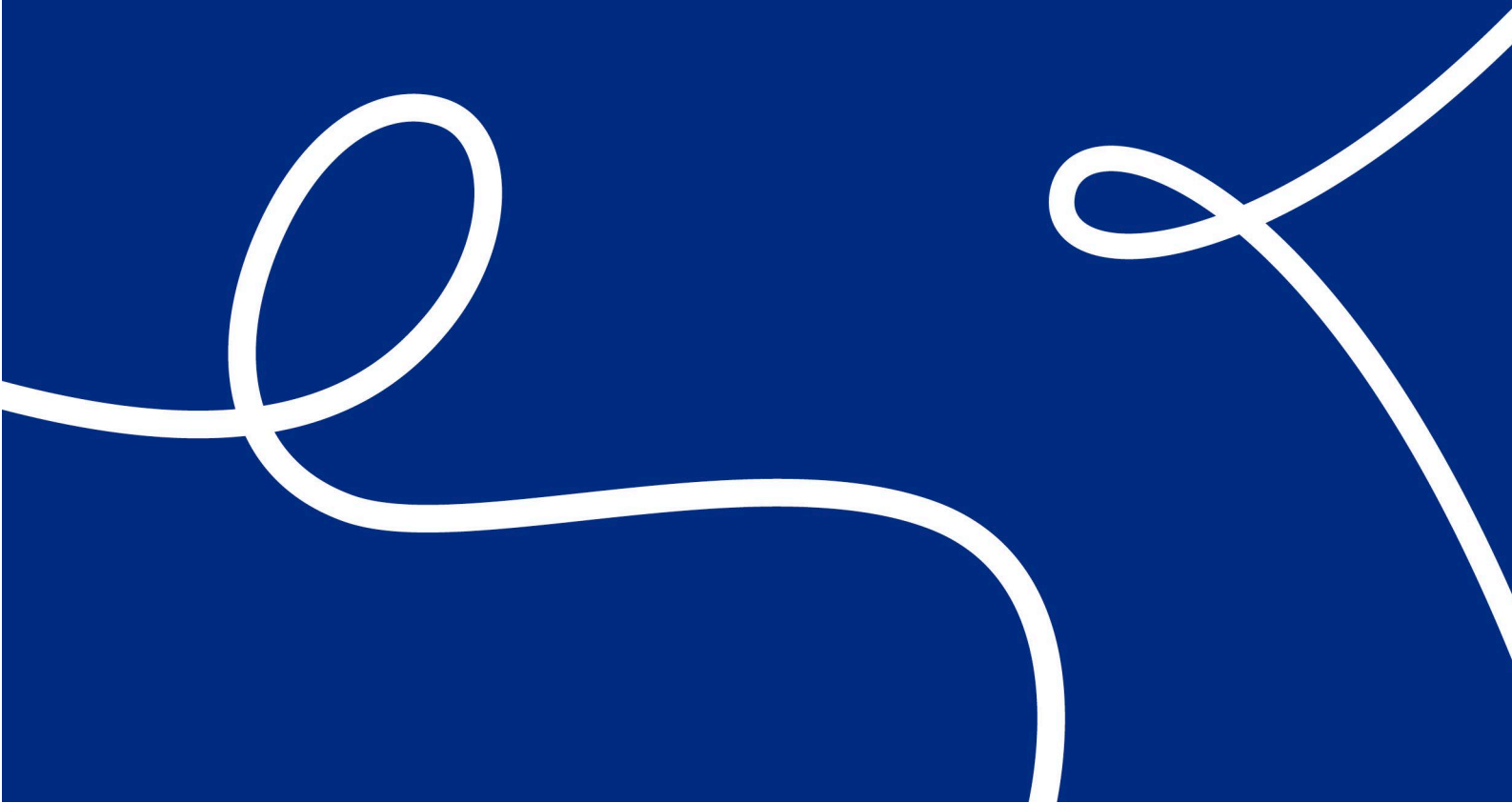




Gymnastics
Australia

Body Care Framework



Acknowledgements

Gymnastics Australia's Body Care Framework was developed by Gymnastics Australia, in collaboration with The Butterfly Foundation, Sport Australia, Australian Institute of Sport and Gymnastics Australia's High-Performance Team. The Framework is a continuation and enhancement of Gymnastics Australia's Body Positive Guidelines which continues our transformational journey towards building a body care culture which creates a welcoming, safe and inclusive environment for every body in Gymnastics.

To ensure the Framework appropriately considered and captured the athlete's voice, we consulted and sought feedback with the following;

- Gymnastics Australia's Youth Advisory Panel (2022),
- Gymnastics Victoria's Senior and Junior Youth Advisory Groups (2022); and
- Current and former athletes from Gymnastics Australia's High Performance Programs.

We thank the above athletes for dedicating their time, sharing their experiences and providing valuable feedback on this Framework.

Review History Table

This Framework will be reviewed on a regular basis; however, Gymnastics Australia (GA) recognises some circumstances may trigger an early review. A review includes but is not limited to legislative changes, organisational changes, incident outcomes and other matters deemed appropriate by the Board and/or Chief Executive Officer.

GA retains records to document each review undertaken. Records may include minutes of meetings and documentation of changes to policies and procedures that result from a review.

Revised On	Version	Date Endorsed	Approved By	Content Reviewed / Purpose
N/A	1.0	20 June 2022	GA Board	

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1. Introduction

Gymnastics Australia’s Body Care Framework is designed to support and advocate for every body in our sport. This Framework is part of Gymnastics Australia’s (GA) prevention and intervention approach towards the development of Body Image Dissatisfaction, Disordered Eating and Eating Disorders in the sport of Gymnastics in Australia.

GA’s commitment to safeguarding our participants extends from not just the physical injuries and includes their mental health and wellbeing. The Framework in its entirety aims to equip all members of the Gymnastics community with the tools and strategies to foster an environment where every body is cared for, encouraged and empowered to achieve their potential in an environment that is fun, safe and inclusive.

GA has developed the Framework which includes the following approaches:

- **GLOW: A preventative approach** which incorporates a series of education initiatives across all levels of the sport to address the risks of Body Image Dissatisfaction as a precursor to Disordered Eating behaviours and Eating Disorders.
- **CARE:** Gymnastics Australia’s Integrity Team is available to all members of the Gymnastics community who can raise concerns regarding an individual’s welfare or their behaviour in our sport. This readily available **intervention mechanism** is explained in more detail in the Disordered Eating Prevention and Early Intervention Policy.

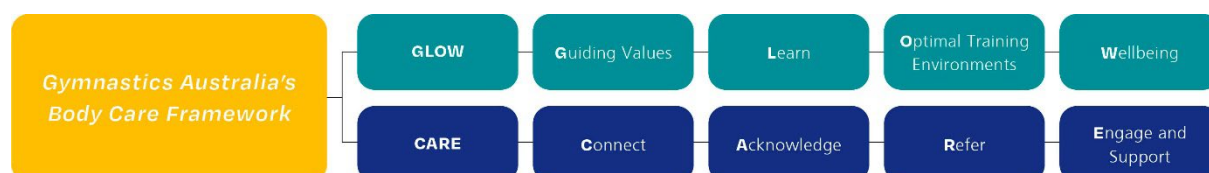


Diagram 1 - GA's Body Care Framework

2. Definitions

In this Framework and supporting Policy the definitions of words in the singular include the plural and vice versa.

The following words have the corresponding meaning:

Activity means a Gymnastics competition, event, training or activity, whether on a one-off basis, an ongoing basis or as part of a series and is sanctioned or organised by Gymnastics Australia or a Member Organisation.

Administrator – see ‘Participant’.

Athlete – see ‘Participant’.

Authorised Provider – see ‘Relevant Organisation’.

Board means the board of Gymnastics Australia.

Body Image means the perception that an individual has about their physical self and the thoughts and feelings that result from that perception.

Body Image Dissatisfaction occurs when an individual has negative thoughts and feelings about their body, and can result in a fixation on trying to change their body. This can lead to unhealthy food and exercise practices and increases the risk of developing an eating disorder.

Club – see ‘Relevant Organisation’.

Coach – see ‘Participant’.

Disordered Eating (DE) may range from what is commonly perceived as normal dieting to reflecting some of the same behaviour as those with Eating Disorders, but at a lesser frequency or lower level of severity. DE can occur in any individual, in any sport, at any time, crossing boundaries of gender, culture, age, body size, culture, socio-economic background, athletic calibre and ability.

Eating Disorder (ED) is a serious but treatable mental illness with physical effects that can affect anyone at any age. Feeding and eating-related disorders are defined by specific criteria published in the Diagnostic and Statistical Manual of Mental Disorders (5th ed.; DSM-5; American Psychiatric Association, 2013) (DSM-5) which include problematic eating behaviours, distorted beliefs, preoccupation with food, eating and body image, and result in significant distress and impairment to daily functioning (e.g. sport, school/work, social relationships).

Employee means a person employed by Gymnastics Australia or a Member Organisation.

Framework – see ‘Gymnastics Australia's Body Care Framework’.

Gymnastics means the sport of gymnastics, as governed by Gymnastics Australia.

Gymnastics Australia means the national governing body for Gymnastics within Australia.

Gymnastics Australia’s Body Care Framework means this Framework and all relevant documents.

Gymnastics Australia’s Guiding Values for creating a Body Care Culture means the values which establish acceptable language and behaviour for all members of the Gymnastics community.

Individual Member – see ‘Member’.

Integrity Team means Gymnastics Australia's Integrity Team.

Judge – see ‘Participant’.

Medical Practitioner means a person registered in the medical doctor category.

Member means a member of Gymnastics Australia under its constitution, including:

- (a) **Member Organisations**, which means a member of Gymnastics Australia including each:
 - i. Association Member (each State and Territory Association);
 - ii. Club Member; and

- iii. Affiliates that are members of an Association Member or Gymnastics Australia.
- (b) **Individual Members**, which means individuals who are registered with a Member Organisation or Gymnastics Australia and include:
 - i. Participant Members;
 - ii. Technical Members;
 - iii. Honorary Members; and
 - iv. Life Members.

Member Organisation – see ‘Member’.

Participant means:

- (a) **Athletes** who are registered with or entitled to participate in a Member Organisation or a Gymnastics Australia Activity.
- (b) **Coaches** appointed to train an Athlete or Team in a Member Organisation or Gymnastics Australia Activity.
- (c) **Administrators** who have a role in the administration or operation of a Member Organisation or Gymnastics Australia, including owners, directors, committee members or other persons.
- (d) **Judges** appointed to judge at a Member Organisation or Gymnastics Australia Activity.
- (e) **Support Personnel** who are appointed in a professional or voluntary capacity by a Member Organisation or Gymnastics Australia including sports science and sports medicine personnel, team managers, and team staff members.

Relevant Organisation means any of the following organisations:

- (a) **Gymnastics Australia**
- (b) **Member Organisation** which means and includes:
 - (i) Member Organisations - see ‘Member’, as well as any Club, school or group that enters a Team to participate in an Activity; and
 - (ii) Authorised Providers, which means any non-Member organisations authorised to conduct Activities sanctioned by Gymnastics Australia or a Member Organisation;
- (b) **Team**, which means a collection or squad of Athletes who participate in a Member Organisation or Gymnastics Australia Activity; and
- (c) Any other organisation who has agreed to be bound by this Framework.

Relevant Person means any of the following persons:

- (a) **Individual Member – see ‘Member’;**

- (b) **Participant**;
- (c) **Employee**;
- (d) **Contractor**, which means any person or organisation engaged to provide services for or on behalf of Gymnastics Australia or a Member Organisation, and includes agents, advisers and subcontractors of Gymnastics Australia or a Member Organisation and employees, officers, volunteers and agents of a contractor or subcontractor;
- (e) **Volunteer**, which means any person engaged by Gymnastics Australia or a Member Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, Coaches, Judges, Administrators and Team and Support Personnel; and
- (f) Any other individual who has agreed to be bound by this Framework.

Support Personnel – see ‘Participant’.

Team – see ‘Relevant Organisation’.

The Values – see Gymnastics Australia’s Guiding Values for Creating a Body Care Culture

Volunteer – see ‘Relevant Person’.

3. Jurisdiction

3.1 Who the Framework applies to

- (a) This Framework applies to and binds all Relevant Persons and Relevant Organisations. Employees are expected to abide by the terms of this Framework as a reasonable and lawful direction of Gymnastics Australia or a Member Organisation they are employed by (as relevant).
- (b) Gymnastics Australia and Member Organisations must ensure that all Contractors and Volunteers are contractually bound to abide by the terms of this Framework.
- (c) By participating in an Activity, a Participant is deemed to have agreed to be bound by the Framework.
- (d) Any Relevant Person or Relevant Organisation who:
 - (i) has had an Alleged Breach of this Framework referred to the GA Conduct and Disciplinary Policy; and
 - (ii) was bound by the Framework at the time the Alleged Breach occurred or when they became aware that an Alleged Breach may have occurred; and

(iii) would, for any reason, otherwise have ceased to be bound by this Framework at any time after the Alleged Breach occurred or when they became aware that an Alleged Breach may have occurred, remains bound by the Framework in respect of the Alleged Breach and any related Alleged Breach until the disciplinary process has been finalised in accordance with the GA Conduct and Disciplinary Policy.

4. Scope

4.1 Scope of the Framework

- (a) GA's Body Care Framework comprises this Framework and the following documents:
 - (i) Guiding Values for Creating a Body Care Culture, and
 - (ii) Disordered Eating Prevention and Early Intervention Policy.
- (b) Nothing in this Framework limits the rights or obligations of any person under any other Gymnastics Australia policy or other relevant agreement.
- (c) This Framework does not override or limit the application of any laws of Australia or a state/territory.

5. Interpretation and Other Information

5.1 Application and Commencement

- (a) The Framework has been approved by the Gymnastics Australia Board.
- (b) This Framework:
 - (i) commences on the date outlined in the Review History Table (20 June 2022);
 - (ii) is subject to Gymnastics Australia's constitution and if there is any inconsistency, the constitution will prevail; and
 - (iii) when in force, is binding on all those listed in clause 3.1.

5.2 Amendment

- (a) The Board may amend this Framework and the associated documents from time to time and such amendments will be effective on the date specified by the Board.

5.3 Interpretation

The following rules of interpretation apply to the Framework including the associated documents:

- (a) Headings are for convenience only and shall not be deemed part of the substance of the document or to affect in any way the language of the provisions to which they refer.
- (b) Words in the singular include the plural and vice versa.
- (c) Reference to 'including' and similar words are not words of limitation.
- (d) Words importing a gender include any other gender.
- (e) A reference to a clause is a reference to a clause or subclause of this Framework.
- (f) Where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings.
- (g) In the event any provision of this Framework is determined invalid or unenforceable, the remaining provisions shall not be affected, and the document shall not fail because any part of it is held invalid.
- (h) Except as otherwise stated herein, failure to exercise or enforce any right conferred by this Framework shall not be deemed to be a waiver of any such right nor operate to bar the exercise or enforcement thereof or of any other right on any other occasion;
- (i) Defined terms are Capitalised and consistent across the Framework and associated documents.

Schedule 1 - “GLOW” – A Preventative Approach

The preventative approach, GLOW (Guiding Values, Learn, Optimal Training Environments and Wellbeing), establishes the key outcomes for the whole of sport education initiatives to be delivered under the 2022-2024 Strategic Plan. These outcomes target the development of a body care culture in Gymnastics and athlete empowerment across all levels of the sport.

In collaboration with the Butterfly Foundation, these education programs will equip the Gymnastics community with the skills and knowledge to foster learning environments which are safe and inclusive for every body. An overview of each of the initiatives within GLOW is detailed below.



Guiding Values for creating a Body Care Culture

Gymnastics Australia’s *Guiding Values for creating a Body Care Culture* (The Values) are the reviewed Body Positive Guidelines which were released in 2018. They continue our transformational journey towards building a body care culture within the Gymnastics community which recognises that all bodies are unique. The Values aim to foster a culture which is safe, inclusive and empowering for all, by providing a positive lens around changing bodies and understanding the connection between Body Image Dissatisfaction, Disordered Eating and Eating Disorders attitudes and behaviours. The Values will serve as the first educative piece in the preventative approach and will be delivered throughout 2022 alongside the implementation of the Framework. The Values will therefore develop the foundation for which a culture of care for every body in Gymnastics in Australia will be built.

Learn

Gymnastics Australia will work collaboratively with the Butterfly Foundation, Australian Institute of Sport, and industry professionals, to ensure the ongoing education strategy is medically and factually accurate to appropriately educate the Gymnastics community about the risk factors, indicators and intervention strategies around Body Image Dissatisfaction, Disordered Eating and Eating Disorders in Gymnastics in Australia. This ongoing education will be tailored for our youngest members to our senior high-performance Athletes, Coaches and Club staff that is age appropriate, strength-based and empowering.

Optimal Training Environments

GA recognises the integral role of tailored and targeted education which equips the Gymnastics community with the knowledge, tools and strategies to create a supportive and empowered environment. To assist with the implementation of the Framework and the Values at a community level, Gymnastics Clubs and Coaches will benefit from a series of tools and educational resources to develop their knowledge, skills and communication strategies to ensure everyday training environments are safe, inclusive and fair for all.

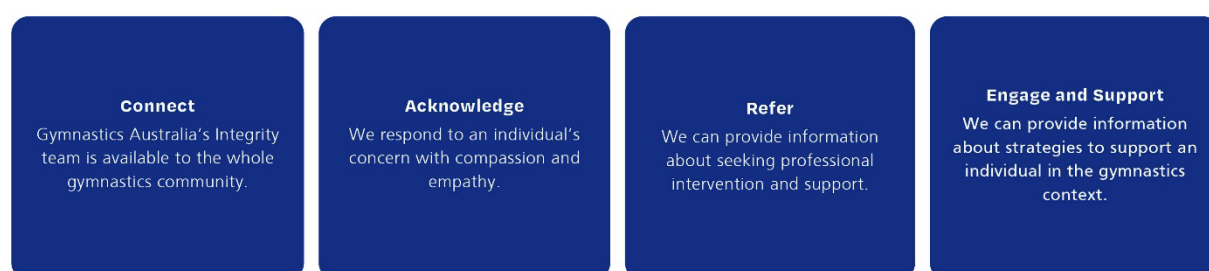
Wellbeing

As a sport that celebrates the capabilities of both the mind and the body, GA recognises the need to provide the Gymnastics coaching and judging community with the knowledge and understanding to support the 'whole athlete.' As the provider for Coach and Judge accreditation and ongoing training, Gymnastics Australia will deliver education and professional development to support the Gymnastics workforce to recognise the importance of nurturing both the physical and mental health of the individuals accessing Gymnastics programs in Australia. This project is currently in development and will be delivered throughout 2023 and 2024.

Schedule 2 – “CARE” - An Intervention Approach

The intervention approach appropriately titled CARE establishes the clear and accessible pathway for all members of the Gymnastics community to raise concerns with regards to an individual’s welfare or their behaviour within our sport. This includes concerns regarding Body Image Dissatisfaction, Disordered Eating and Eating Disorders.

To support the Gymnastics community, GA has developed the 4 step CARE approach which is explained in full in the Disordered Eating Prevention and Early Intervention Policy;



The Disordered Eating Prevention and Early Intervention Policy establishes clear expectations around the language, communication, and behaviour of everyone in our sport, and establishes a level of accountability to harmful or damaging behaviours.

Connect

There are significant complexities that exist in supporting an individual who may be experiencing changes in their attitudes and behaviours, specifically around self-esteem, Body Image and eating. In recognition of this, GA Integrity Team can receive concerns regarding an individual’s welfare, such as concerns regarding Body Image Dissatisfaction, Disordered Eating and Eating Disorders or their behaviour within our sport.

<p>Gymnastics Australia’s Integrity Team</p> <p>Phone: 03 8698 9700 and select ‘0’ for Integrity</p> <p>Email: integrity@gymnastics.org.au</p>
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Acknowledge

GA’s Integrity Team will acknowledge the individual’s experiences or concern, before providing relevant information and guidance on how and where to seek support. If a Coach or Club raises the concern, they will be provided with information to appropriately raise the concern with the individual and their family with compassion and empathy. Understanding the importance of effective communication during these times is critical and to assist all parties during this process, GA has worked with the Butterfly Foundation to develop supporting resources.

Refer

While support and guidance are important steps in GA's CARE pathway, the crucial step is understanding the need to seek professional advice. A Medical Practitioner can provide information and referrals to other health professionals, such as dietitians and psychologists. These support services will ensure the individual is supported from a holistic perspective and receives relevant information about symptoms, treatment and recovery.

The Butterfly Foundation offers confidential support for anyone concerned about Body Image Dissatisfaction, Disordered Eating and Eating Disorders. This service is provided by qualified mental health professionals who have specialist training in this area.

The Butterfly Foundation

Phone: 1800 ED HOPE (1800 33 4673)

Website: www.butterfly.org.au

Engage and Support

GA recognises the role of a network of family, friends and professionals to provide an individual with support in the management of Disordered Eating and Eating Disorders. Where requested, GA Integrity Team can provide information to an individual and their family. This may include a series of support mechanisms as outlined in the Disordered Eating Prevention and Early Intervention Policy. This approach may include risk management and intervention strategies in the Gymnastics context to ensure cohesive and holistic intervention is achieved.

If you or someone you care about is having a hard time understanding their body, Gymnastics Australia and the Butterfly Foundation are here to listen.