

Integrity Committee Athlete Representative

EXPRESSION OF INTEREST



Background

In August 2020, Gymnastics Australia (GA) commissioned the Australian Human Rights Commission (AHRC) to undertake an independent review into the culture and practices of gymnastics in Australia, in response to reports from the gymnastics community of unacceptable experiences.

The review was commissioned so we could better understand the sports culture, athlete experience and any barriers to reporting misconduct or abuse — right across the sport from local clubs to states and territories and at a national level.

On 3 May 2021, the AHRC published their Report which included 12 recommendations, all of which Gymnastics Australia has committed to adopt. The Report identified systemic issues that affected athlete experience and wellbeing at all levels of the sport including a focus on 'winning-at-all-costs', silencing of the athlete voice, an unhealthy focus on the 'ideal body', particularly for young female athletes, and an acceptance of archaic and authoritarian coaching practises.

One of the key themes identified throughout the Report was the importance of the athlete voice and, in more general terms, athlete empowerment (Recommendation 5: Encourage and promote athlete empowerment and participation).

Gymnastics Australia is now calling for nominations for an Athlete Representative to serve on the Integrity Committee in a voluntary capacity.

Objects of the Integrity Committee

The role of the Integrity Committee (Committee) is to assist the Gymnastics Australia Board in fulfilling its responsibilities relating to the issues of ethics and integrity within the sport of gymnastics in Australia. This includes assisting the Gymnastics Australia Board on integrity matters and compliance relating to:

- i. Policy, education and reporting requirements in relation to anti match-fixing and anti-doping processes and anti-illicit drugs and protective measures for the probity of the sport and the athletes;
- ii. Gymnastics Australia's Member Protection and Child Safe Policies and related matters;
- iii. Other matters affecting the integrity of Gymnastics Australia, including the probity of stakeholders associated with Gymnastics Australia and the ethical behaviours and culture of gymnastics in Australia; and,
- iv. The implementation of the AHRC recommendations.

Selection Process

Interested nominees should:

1. Read the relevant information pertaining to role:
 - a. Gymnastics Australia's Integrity Committee's [Terms of Reference](#),
 - b. Australian Human Rights Commission — [Report](#),
 - c. Gymnastics Australia's [Member Protection Policy](#),
 - d. Gymnastics Australia's [Child Safe Policy](#).
2. Complete the nomination form for the position.
3. Email the completed nomination form to childsafety@gymnastics.org.au by 5pm on Monday 14 June 2021, with the subject line 'Integrity Committee — Athlete Nomination'.

Applications will be reviewed by the Committee and a shortlist of nominees identified and referred to the Gymnastics Australia Board for review and appointment. Applicants may be required to submit a further submission for consideration by Gymnastics Australia Board.

Nominees will be notified of their selection / non-selection shortly thereafter.

The successful applicant will be required to undergo screening and Working With Children Check requirements as outlined in Gymnastics Australia's Child Safe Policy.

The successful applicant will commence in July 2021 for a term of 2 years.

Role Description

The primary role of the Athlete Representative is to bring the athlete's voice and perspective to all discussions. The individual will assist Gymnastics Australia in their decision-making process regarding the implementation of the AHRC's recommendations to safeguard the sport of gymnastics in Australia.

The Athlete Representative will act as an ambassador and support Gymnastics Australia's overall mission to promote the sport and update the gymnastics community on activities from an informed position.

Selection Criteria

The ideal applicant will be:

1. A current or past athlete,
2. At least 18 years of age,
3. Able to obtain and maintain a valid Working With Children Check (or equivalent),
4. Able to demonstrate a sound understanding of the gymnastics community and an ability to interact with current and former athletes and other stakeholders,
5. Able to contribute effectively with an understanding of governance frameworks, and
6. Able to understand and contribute to the broader gymnastics landscape.

Integrity Committee Athlete Representative **NOMINATION FORM 2021**

The nomination form must address the relevant selection criteria, and be emailed in confidence to:

childsafety@gymnastics.org.au, by 5pm on Monday 14 June 2021 (AEST).

Nominations not submitted on the nomination pro forma or within the required timeframe will not be accepted.

Full Name

Email

State / Territory

Phone

GA Member Number

Gymsport

Club

Personal Statements

Why are you interested in this role?

What skills or expertise can you bring to this role?

Where do you see the challenges and opportunities for change?

Where do you see the barriers for change?

Provide details of specific gymnastics business / volunteer roles

Address selection criteria, specific to the role applying for

Nomination Form Due: 5pm on Monday 14 June 2021 (AEST)