



SPORT INTEGRITY
AUSTRALIA



Gymnastics
Australia

NATIONAL INTEGRITY FRAMEWORK MEMBER PROTECTION POLICY

The Member Protection Policy (MPP) is designed to protect the welfare, wellbeing, and health of everyone involved in gymnastics. It provides clear definitions of abuse, bullying, harassment, sexual misconduct, discrimination, victimisation and vilification in gymnastics, along with information on how to report these behaviours.

Specifically, the Policy provides a framework to:

- promote a safe, trustworthy, and enjoyable environment at all levels, by protecting everyone in gymnastics from discrimination, harassment, bullying and abuse
- protect the health, welfare, wellbeing, and safety of participants by ensuring everyone involved in gymnastics is treated with respect and dignity
- ensure everyone in gymnastics is aware of their legal and ethical rights and responsibilities, and the standards of expected behaviour
- protect the integrity of gymnastics by reducing the risks of unacceptable behaviours.

Who does this Policy apply to?

The Policy applies to everyone involved in gymnastics including gymnasts, employees, coaches, officials, contractors and support personnel, at all levels, from the national level through to club gymnastics.

The Policy only applies in relation to direct involvement in a gymnastics activity or event. If an interaction has no clear link to a gymnastics event or activity, the Policy may not apply, and may be more appropriately dealt with under a different policy, code of conduct or other gymnastics rules.

Prohibited Conduct

The following actions and behaviours are breaches of the Policy:

- ✘ **Abuse** including physical, emotional, psychological or sexual abuse.
- ✘ **Bullying and the inappropriate use of power**, where actions are repeated and deliberate.
- ✘ **Harassment** including unwanted behaviours which are reasonably likely to cause harm.
- ✘ **Sexual harassment and sexual offences.**
- ✘ **Discrimination** either deliberate or inadvertent.
- ✘ **Victimisation of anyone who chooses to make a complaint, or plans to.**
- ✘ **Vilification of anyone based on a particular characteristic**, as covered by legislation.

Full definitions are available in the Policy.





What is the reporting process?



All people involved in gymnastics must report conduct that may be considered Prohibited Conduct under this Policy to Sport Integrity Australia via the [online form](#).



What happens if someone commits a breach of this Policy?

Any alleged Prohibited Conduct that is reported will be dealt with under the Complaints Disputes and Discipline Policy. This could result in a sanction ranging from a warning, mandatory education to a ban from gymnastics. Criminal conduct will be managed outside of this process by law enforcement.

Disclaimer

This fact sheet does not replace the National Integrity Framework Member Protection Policy. The Policy applies and overrules this fact sheet in any instances.

