

Anti-Bullying Policy

Precision Gymnastics Club take all signs or allegations of possible bullying seriously. Disruptive, threatening or inappropriate behaviour of any kind, including bullying, is unacceptable and will not be tolerated.

Bullying can be:

- Emotional - being unfriendly, excluding, or tormenting (e.g. hiding belongings, threatening gestures)
- Physical - pushing, kicking, hitting, punching, slapping, stamping, pinching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on, the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, or teasing
- Cyber - All areas of internet, such as email & social media misuse, mobile threats by text messaging & calls or social media, misuse of associated technology, i.e. camera & video facilities

Examples of bullying with in gymnastics could be:

- A gymnast who intimidates fellow gymnasts inappropriately i.e. abusive text messages or abusive or threatening messages via facebook, snapchat, or other social networking sites
- A coach who adopts a win-at-all costs philosophy i.e. shouting, name calling, or ignoring
- A parent who pushes too hard i.e. shouting at child
- Anyone who intimidates another member at the club

Precision Gymnastics operates the following policy:

1. Anyone failing to meet behaviour standards will receive a verbal warning and there will be an apology from the bully(ies) to the victim and we will inform the bully's parents.

2. If the behaviour continues: either a written warning will be issued to the gymnast and their parents and disciplinary action will be imposed if necessary. **OR** depending on the severity of the offence, we reserve the right to expel the gymnast immediately without a written warning.

3. If the written warning has no effect the gymnast will be suspended or expelled from the club at the discretion of the owner.