



Policy Name: <b>Code of Ethics Policy</b>	Date of approval: September 2025	Date of activation: September 26, 2025
Approved by: Board of Directors	Linking to: Board of Director Policies Applicable manuals	Replacing previous version: May 2019

Review Cycle: Reviewed yearly by the Board of Directors

### **CODE OF ETHICS POLICY**

Peaks Gymnastics Society follows policies and procedures as outlined by Gymnastics BC where applicable to athletes, coaches, parents, volunteers and board of directors.

#### **Peaks Gymnastics Society Code of Ethics**

Every member of Peaks Gymnastics Society (PGS) is expected to treat others with dignity and respect. This includes our participants, parents, coaches, staff and volunteers. Any behaviour that is insulting, intimidating, humiliating, malicious, degrading and offensive is not acceptable and will result in appropriate discipline.

#### **Athlete's Bill Of Rights:**

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- Right to Participation. Every athlete has the right to participate in sports, including gymnastics, regardless of their ability. Inclusion is fundamental to our values.
  - Right to Developmentally Appropriate Levels: Athletes have the right to engage in gymnastics at a level that aligns with their developmental abilities, ensuring an appropriate and fulfilling experience.
  - Right to Qualified Leadership. Athletes have the right to be guided by qualified and sensitive coaches who prioritize their growth and well-being.
  - Right to a Safe Environment: Athletes have the right to practice and compete in a safe and healthy environment, where safety measures are implemented and followed diligently.
  - Right to Proper Preparation: Athletes have the right to receive proper training and preparation in gymnastics, equipping them with the necessary skills to succeed.
  - Right to Equal Opportunity: Every athlete has the right to equal opportunities to strive for success, regardless of their background or experience level.

- Right to Dignity: Athletes have the right to be treated with dignity and respect by all coaches, staff, and fellow athletes, fostering a culture of kindness and support.
- Right to Enjoyment: Every athlete has the right to have fun through sport, reinforcing the joy of gymnastics as a critical part of their experience.

**Conclusion:**

- By understanding and embracing these rights, athletes at Peaks Gymnastics can contribute to a positive gymnastics environment that emphasizes respect, collaboration, and enjoyment. We are dedicated to supporting each athlete on their journey, ensuring they not only develop their skills but also create lasting memories and friendships along the way.

**Athlete's Code of Conduct**

- Behaviour: Athletes are expected to behave in an appropriate manner at all times. Rowdy, disrespectful or disruptive behaviors, as well as attempts to embarrass others, violate the code of conduct. Athletes should show respect for themselves and others during all training and competitions.
- Bathroom breaks should try to be scheduled for snack and break times.
- Talking during class should be kept to a minimum, to allow athletes and coaches to focus on their tasks.
- Honesty: Athletes should demonstrate honesty in communications with the coach regarding completion of programs and exercises. Cheating will not be tolerated at any level and will result in disciplinary action decided by the coach.
- Work ethic: Athletes are always expected to give a continuous effort throughout practices and competitions. Best efforts should be made to complete programs developed for the athlete, as they are working hard to fulfill goals.
- Communication: Athletes are responsible for reporting any injuries to their coach at the onset of pain. Untreated injuries can escalate and result in more serious, long-term issues. Athletes should also openly discuss with their coach concerns of any sort relating to their gymnastics, including fears. Open communication with the coach is a key component to efficient training.
- Presentation: Athletes in the girls competitive/pre- competitive/mini-pre programs must present themselves suitably at each practice. This includes a proper gymnastics body suit, hair pulled back offface, no outside clothes over the gym suit, and a ready-to-work attitude.
- Social Media: Athletes, coaches and parents are expected to follow social media policies as outlined by GymBC and adopted by Peaks Gymnastics. [gymbc-social-media-policy.pdf](#)

- **Coaches Bill of Rights**

- Right to a Supportive Environment: Coaches have the right to work in an environment that is supportive and collaborative, promoting teamwork among staff, athletes, parents and board of directors.
- Right to Professional Development: Coaches have the right to access ongoing education and training opportunities to enhance their skills and knowledge in gymnastics and coaching methodologies.
- Right to Clear Communication: Coaches have the right to clear and open communication from management, athletes, parents and board of directors regarding expectations, policies, and any relevant issues affecting the gymnastics program.
- Right to Respect and Dignity: Coaches have the right to be treated with respect and dignity by athletes, parents, colleagues and board of directors fostering a positive atmosphere within the gymnastics community.
- Right to Fair Compensation: Coaches have the right to fair and competitive compensation for their time, expertise, and dedication to the sport and their athletes. Compensation review will be done once yearly in the summer following the coaches formal yearly review.
- Right to Establish Boundaries: Coaches have the right to set professional boundaries with athletes and parents to maintain a healthy and productive coach-athlete relationship.
- Right to Input and Feedback: Coaches have the right to provide input and feedback regarding the program's policies, practices, and athlete development, contributing to the continuous improvement of the gymnastics program.
- Right to Advocate for Athletes: Coaches have the right to advocate for the best interests of their athletes, ensuring their safety, well-being, and overall development within the sport.
- Right to Safety and Well-Being: Coaches have the right to work in a safe environment and ensure that safety protocols and guidelines are followed for both themselves and their athletes.

### **Coach's Code of Ethics**

- Coaches are expected to do everything in their power to fulfill the athlete's bill of rights.
- Coaches are expected to treat athletes and parents, board members and volunteers, judges, meet officials and each other with courtesy and respect at all times.
- Coaches are to refrain from malicious gossip and demeaning remarks with or without intent to bias opinion concerning athletes, other coaches or judges, and board members.
- During a competition, coaches should consider it unethical to express displeasure at a judge's work to that judge through any means other than the accepted (standard) protest procedure.
- It is unacceptable for a coach to threaten, yell or strike any athlete or judge, regardless of the situation or location. It is unacceptable for a coach to use abusive language, inappropriate tone of voice (for example, sarcasm) and body language at any training session, competition or meeting.
- Social Media: Athletes, coaches and parents are expected to follow social media policies as outlined by GymBC and adopted by Peaks Gymnastics.  
<https://www.gymbc.org/media/acya0dth/gymbc-social-media-policy.pdf>

### **Parents' Bill of Rights:**

- Right to Information: Parents have the right to receive clear, comprehensive information about the club's policies, procedures, and expectations. This includes details about the Athlete Code of Conduct, training schedules, competition guidelines, and any changes to club policies.
- Right to Communication: Parents have the right to communicate openly with coaches and staff regarding their child's progress, behavior, and any concerns that may arise. Constructive dialogue is encouraged to foster a positive relationship between parents and coaches.
- Right to Participation: Parents have the right to be involved in their child's gymnastics experience. This includes opportunities to participate in meetings, events, and volunteer activities that support the club and its athletes.
- Right to Fair Treatment: Parents have the right to expect fair treatment for their child in all aspects of training and competition. This includes equitable access to coaching, resources, and opportunities to compete.
- Right to Feedback: Parents have the right to provide feedback on their experiences within the club. This feedback is valuable for the continuous improvement of the program and should be taken seriously by the coaching staff and administration.
- Right to Safety: Parents have the right to expect a safe environment for their child. This includes safety measures in training, proper supervision, and adherence to safety protocols during practices and competitions.
- Right to Privacy: Parents have the right to privacy regarding their family's personal information. The club will handle all personal data in accordance with privacy laws and regulations.
- Right to Address Concerns: Parents have the right to address any concerns related to their child's experience in a constructive manner. Issues should be brought to the appropriate personnel, starting with the child's coach and escalating to club administration if necessary.
- Right to Support: Parents have the right to request support from the club in areas such as athlete development, discipline matters, and emotional well-being. The club is committed to providing resources and guidance as needed.
- Right to Advocate: Parents have the right to advocate for their child's best interests within the gymnastics club. This includes expressing their views respectfully and working collaboratively with coaches and staff to ensure a positive experience for their child.

### **Parents' Code of Ethics:**

- Do not force an unwilling child to participate in sports.
- Remember children are involved in organized sports for their enjoyment, not yours, and that the goals the child is striving to achieve are set by them, not you.
- Encourage your child to follow the gymnasium rules and to treat the other gymnasts and the coaches with respect.
- Be supportive of your child's participation and efforts in gymnastics and offer praise and encouragement for doing her or his best, participating fully, and being supportive of the other gymnasts. Teach your child that an honest effort is as important as winning awards.
- Never ridicule your child for her or his performance at a gymnastics practice or event. Turn defeat to victory by helping your child work toward skill improvement and good sportsmanship.

- Remember that children learn best by example. Applaud good performance by your team and by members of the other teams.
- Do not publicly question the officials' or coaches' judgment or honesty.
- Support all efforts to remove verbal and physical abuse from children's sporting activities.
- Show respect for the authority of your child's coach and other members of the club.
- Show appreciation for club volunteers and supporters and avoid being unduly critical of work done by club volunteers.
- Foster a positive image of Peaks Gymnastics Society within the community.
- Social Media: Athletes, coaches and parents are expected to follow social media policies as outlined by GymBC and adopted by Peaks Gymnastics.  
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### **Conclusion:**

By understanding and exercising these rights, parents can play an integral role in creating a supportive and effective gymnastics environment. At Peaks Gymnastics, we are committed to working alongside parents to ensure that every athlete has the opportunity to thrive, both as a gymnast and as an individual. We encourage all parents to uphold the spirit of our Code of Conduct and to foster a community of respect, collaboration, and encouragement.

### **Resolution of Conflict:**

If a parent has a problem, they need to talk to the coach at the appropriate time; if it is to briefly notify of an injury, illness or future absence, the beginning or end of class is acceptable; for any problem or issue that requires longer discussion, they should call or email to make an appointment.

The coaching team will always base decisions on what is ultimately the best for the child first and athlete second.

It is also possible that a gymnast may be asked to leave the program due to the actions or inaction of his/her parent(s). While we don't ever want a child to be punished for the actions of his/her parent(s) we will begin disciplinary action against parents who, by their words or actions, do not support the policies and values of our team program or who take it upon themselves to make decisions that are only to be made by our coaching staff and/or Board of Directors.

### **Board Member Bill of Rights**

- Right to Information: Board members have the right to receive accurate and timely information regarding the organization's operations, financial status, and significant issues to make informed decisions.
- Right to Transparency: Board members have the right to transparency in all organizational processes, including financial transactions, governance practices, and decision-making procedures.
- Right to Engage in Discussion: Board members have the right to actively participate in discussions and debates, expressing their views and opinions while respecting the views of others, fostering a collaborative environment.

- **Right to Training and Development:** Board members have the right to receive training and professional development opportunities to enhance their governance skills, knowledge of the sport, and understanding of their roles and responsibilities.
- **Right to Ethical Conduct:** Board members have the right to expect that all members adhere to high ethical standards, promoting integrity and accountability within the organization.
- **Right to Representation:** Board members have the right to represent the interests of their constituents, ensuring that diverse perspectives and needs are considered in organizational decisions.
- **Right to Conflict Resolution:** Board members have the right to have conflicts of interest addressed and resolved fairly and transparently, ensuring that personal interests do not interfere with their duties.
- **Right to Privacy:** Board members have the right to confidentiality regarding sensitive organizational matters, ensuring that discussions and deliberations remain private unless otherwise agreed upon.
- **Right to Recognition:** Board members have the right to be recognized for their contributions and service to the organization, fostering a culture of appreciation and respect.
- **Right to Accountability:** Board members have the right to hold one another accountable for their actions and decisions, ensuring that the board functions effectively and responsibly.
- **Right to a Positive Environment:** Board members have the right to work in a respectful and supportive environment, free from harassment or discrimination, where all members can contribute effectively.

### **Board Member Code of Ethics**

A member of a Board of Directors should:

- Represent the interest of all people served by the organization.
- Not use the organization or serve on the board for his/her own personal advantage or for the individual advantage of his/her friends or supporters.
- Keep confidential information confidential.
- Approach all board issues with an open mind, prepared to make the best decision for the whole organization.
- Do nothing to violate the trust of those who elected him/her to the board or the members.
- Disclose one's involvement with other organizations, businesses or individuals where such a relationship might be viewed as a conflict of interest.
- Focus his/her efforts on the mission of the organization and not his/her personal goals.
- Never exercise authority as a board member except when acting in a meeting with the full board or as delegated by the board.
- **Social Media:** Athletes, coaches, parents and board members are expected to follow social media policies as outlined by GymBC and adopted by Peaks Gymnastics.  
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### **Disciplinary Action:**

If an athlete is deemed to act in an unsportsmanlike way towards other members of the team, including coaching staff, volunteers or officials, or is not following the rules set out in the Peaks Gymnastics Athlete Conduct Code, the following steps will be taken:

- 1) The coach will provide a verbal warning to the athlete.
- 2) If the athlete needs to be spoken to again, they will be asked to sit out.
- 3) If an athlete is misbehaving again the coach will talk to the parent after class or call them within 24 hours.
- 4) If it happens again the athlete will be asked to go home.
- 5) If it's a very serious situation the head coach, board of directors and parent will come up with an agreement.
- 6) Any athlete who cannot follow the code of conduct will be asked to withdraw from the program with no refund.

### **Documentation**

Observation: Any coach, athlete, or staff member who observes a violation of the Code of Conduct should document the incident, including the date, time, location, individuals involved, and a description of the behavior. Parents are informed within 24 hours.

Reporting: The observer should report the incident to the head coach or designated club official within 24 hours of the occurrence.

### **Determining Consequences:**

Based on the findings of the investigation, the head coach or designated club official will determine appropriate consequences. Parental involvement is not only required but significant in fostering communication, growth and positive outcomes for all. Potential consequences may include:

1. Verbal warning to specific athlete(s) and notifying parents as it pertains to code of conduct policy.
2. Written warning with parent signature.
3. If it happens again the athlete will be asked to go home.
4. Dispute resolution committee activated
5. Temporary suspension from practices or competitions
6. Permanent dismissal from the club

-The severity of the violation and the athlete's reported and documented history of conduct will be considered when determining consequences.

### **Dispute resolution:**

Upon receiving a report of a violation, the head coach or designated club official will conduct a thorough investigation. This may include:

- Creating a committee
- Interviewing the reporting individual
- Speaking with the athlete(s) involved
- Gathering any additional evidence (e.g., witness statements, video footage)
- Activation of dispute resolution recommendations that were mutually agreed upon by athlete, parent and committee and communicated to the coaching staff.
- The investigation should be completed within 5 business days.

### **Notification of Consequences:**

The athlete and their parent/guardian will be notified of the decision regarding consequences within 2 business days following the conclusion of the investigation. The notification will include:

- A summary of the violation
- A description of the investigation process
- The determined consequences
- Information on how to appeal the decision (if applicable)

**Appeal Process:**

- Athletes or their parents/guardians may appeal the decision within 5 business days of receiving notification of consequences.
- Appeals must be submitted in writing to the club's designated appeals committee, outlining the grounds for the appeal.
- The appeals committee will review the case and make a final decision within 10 business days. The decision of the appeals committee is final.

**Confidentiality:**

All reports and investigations will be handled with confidentiality. Information will be shared only with those directly involved in the investigation or decision-making process.

**Documentation:**

- All incidents, investigations, and outcomes will be documented and maintained in a secure location for a period of 7 years or until the athlete stops participation in the club, whichever is longer.
- Records will include reports of violations, investigation notes, notifications sent, and any appeal documents.