

# HUTT VALLEY GYMNASTICS

## ZERO TOLERANCE POLICY 2024



At Hutt Valley Gymnastics, we pride ourselves on providing a safe, nurturing, and inclusive environment for all our members. Our commitment to fostering a safe, positive and respectful community is paramount in everything we do. To uphold these values and ensure the well-being of everyone involved, we have implemented a Zero-Tolerance Policy.

This policy is designed to maintain the highest standards of behavior, safety, and respect for all members, coaches, staff, and visitors, particularly emphasizing our stance against bullying and fostering a culture of kindness and inclusivity. It serves as a reminder of our collective responsibility to uphold our core principles of **'Got Your Back', 'Best Effort' and 'Go For It.'**

### What Does Zero-Tolerance Mean at Hutt Valley Gymnastics?

- **Respect and Dignity:** Every individual, regardless of age, gender, ability, or background, deserves to be treated with respect and dignity. Any form of discrimination, harassment, bullying, or intimidation will not be tolerated.
- **Safety First:** The safety and well-being of our members are our top priorities. Any behavior that compromises the safety of oneself or others, including reckless actions or disregard for safety guidelines, will not be tolerated.
- **Positive Communication:** Open, honest, and respectful communication is essential for maintaining a supportive community. Any form of verbal abuse, threats, or aggressive behavior is strictly prohibited.
- **Anti-Bullying:** Hutt Valley Gymnastics is committed to providing a safe and supportive environment free from bullying. Any form of bullying, including physical, verbal, or cyberbullying, will be met with immediate action and consequences. We encourage all members to speak up if they witness or experience bullying behavior, and we will take all reports seriously to ensure the well-being of our community.

### Consequences of Violating the Zero-Tolerance Policy:

- Depending on the severity and nature of the violation, consequences may include verbal warnings, temporary suspension from activities, or permanent expulsion from the programme the athlete is enrolled in.
- We believe in providing opportunities for growth and learning, and we will work with individuals to address any issues constructively. However, repeated or severe violations may result in more immediate action.

## **Reporting Violations:**

We encourage all members, coaches, staff, and visitors to speak up if they witness or experience any behavior that violates this policy.



Reports can be made directly to the Centre Manager via email. Confidentiality will be respected.

## **Conclusion:**

At Hutt Valley Gymnastics, we are committed to fostering a positive and inclusive environment where everyone feels valued, respected, and safe. By adhering to our Zero-Tolerance Policy, we uphold these principles and ensure that our club remains a welcoming and supportive place for all.

Thank you for your cooperation in upholding these standards.

**MOTION:** This policy was reviewed and adopted by the Hutt Valley Gymnastics Club Committee on 9th of June 2024. It is scheduled to be reviewed biannually.