

PANTHERS GYMNASTICS

Respectful Environment Policy and Rules and Regulations

Respectful Environment Policy

Introduction

All gymnasts, coaches, volunteers, employees, parents, other relatives and legal guardians of the gymnasts, and visitors to Panthers Gymnastics Club are entitled to a respectful environment free from discrimination and harassment as defined in The Manitoba Human Rights Code as well as an environment free from disruptive conflict.

Definitions

For the purpose of this Policy, the following definitions shall apply:

"Disrespectful Behavior" - Improper behavior that is unwelcome and inappropriate. It may happen once or continue over time and may include:

- (a) Rude comments and swearing as well as the spreading of unfounded or misinformed rumors and information that may damage a person's reputation;
- (b) Actions that invade privacy or personal property or unwelcome gestures; and
- (c) The display of or distribution of printed or electronic material that may reasonably be deemed offensive.

"Disruptive Conflict" - An ongoing dispute or a communication breakdown between two or more individuals that impacts on their ability to co-exist productively and cooperatively at Panthers Gymnastics Club.

"Harassment" - Any behavior that demeans, humiliates or embarrasses a person and that a reasonable person should know would be unwelcome. It includes:

- (a) Verbal abuse;
- (b) Comments such as jokes and name calling;

- (c) Displays such as posters and cartoons or other material in any form whether written or electronic;
- (d) Physical action such as touching, or other physical contact; and
- (e) Abuses of power such as threats or coercion.

"Discrimination and Harassment as Defined by The Manitoba Human Rights Code" - Harassment and discrimination related to one's ancestry, race, ethnic or national origin, nationality, political belief, religion, family status, sex, age, marital status, sexual orientation, source of income, physical or mental disability.

Prohibited Conduct

Discrimination or harassment as defined by The Manitoba Human Rights Code, as well as disrespectful behavior, disruptive conflict and harassment, as otherwise defined herein, are strictly prohibited at Panthers Gymnastic Club.

Process for Dealing with Issues under this Policy:

Step 1: Resolving the Problem on your Own

A person who objects to disrespectful behavior, harassment or discrimination ("unwelcome behavior") as previously referred to in this Policy is encouraged to approach the other party directly and ask that the behavior stop. If it does not stop, the person who objects to this behavior should seek the assistance of Panthers Gymnastics Club in resolving the problem as contemplated under step 2 herein.

Step 2: Problem Solving

The Person who objects to the unwelcome behavior should discuss the matter with the President of Panthers Gymnastics Club or their designate. The President or designate should then discuss the issues with the individuals and attempt to resolve the matter. This step provides an opportunity to resolve issues without formal documentation. The name of the Complainant or a person alleged to have engaged in the behavior referred to herein or the circumstances related to the Complaint will not be disclosed unless:

- (a) disclosure is necessary to investigate the Complaint or take corrective action; or
- (b) disclosure is required by law.

If the matter cannot be resolved in this fashion, the process identified in step 3 herein shall be undertaken.

Step 3: Resolution of Issue

The Board of Directors or designate of Panthers Gymnastics Club will assess the circumstances surrounding the situation by obtaining information from the parties involved. It is the responsibility of the Board of Directors to obtain facts about what occurred so that it can respond to the allegations and take corrective action. The Board of Directors bares the responsibility of ensuring that there is no violation of the principles of a respectful environment and will resolve the situation. The Board of Directors or designate will inform the parties involved by written letter of the result of the investigation. This may include:

- (a) A determination that the matter has been resolved informally and is closed;
- (b) Issuing a written warning to the party who has engaged in the complained of activity;
- (c) In the case of a gymnast; suspending them from participating in Panthers Gymnastics Club for a defined period of time or permanently barring them from such participation;
- (d) In the case of a parent, legal guardian or other relative of a gymnast or a visitor to Panthers Gymnastics Club; suspending them from attending at Panthers Gymnastics Club for a defined period of time or barring them from attendance at Panthers Gymnastics Club permanently.

Rules and Regulations

Respectful Environment

All gymnasts, parents, legal guardians, and other relatives of a gymnast, as well as visitors to Panthers Gymnastics Club shall adhere to the Respectful Environment Policy at all times while in attendance at Panthers Gymnastics Club or otherwise in attendance at events (including gymnastics competitions) in which gymnasts from Panthers Gymnastics Club are participating.

Punctuality

Parents and/or legal guardians of gymnasts are responsible for ensuring that their child is punctual for all training classes and competitions. In the event that a child is unable to attend a training session or competition or is otherwise going to be late, they must communicate this to the Panthers Gymnastics Office or their child's coach (by telephone or electronic communication) prior to the start of class. Gymnasts must be picked up no more than 15 minutes after the class ends.

Communication

Parents and/or legal guardians shall be responsible for maintaining open and effective communication with Panthers Gymnastics Club at all times concerning their child's training. In this regard, in the event that there is anything which arises that might affect a child's training, the parents and/or legal guardian shall inform their child's coach immediately.

Parents and/or legal guardians of gymnasts participating in competitions at other gymnastics clubs shall not contact those clubs with respect to information about the competition. Any and all inquiries regarding the competition shall be directed to the Panthers Gymnastics Office, the Head Coaches or their child's coach (by telephone, electronic communication or in person).

Obligation to Provide Support to Gymnasts

Parents and/or legal guardians shall support their children by positively encouraging their participation in the sport of gymnastics, with an emphasis on fun and enjoyment. Parents and/or legal guardians agree that they will use their best efforts to provide any additional resources (medical, psychological or otherwise) as may be needed to foster and enhance their child's participation and enjoyment in the sport of gymnastics.

If a child is injured or ill, the coach may send the child home. Only after the health of the child is deemed safe, the child may return to gymnastics activities. Panthers may request a medical note stating the child's health status before allowing participation.

Rules with Respect to the Panthers Gymnastics Facility:

Offices - Parents, legal guardians, other relatives of gymnasts and all other visitors to Panthers Gymnastics Club are prohibited from entering any of the offices located at Panthers Gymnastics Club without the permission of Panthers' staff. Use of office equipment by parents, legal guardians, other relatives of the gymnasts or visitors to Panthers Gymnastics Club is expressly prohibited.

Ballet Room on the Second Floor - Parents, legal guardians, other relatives of gymnasts and all other visitors to Panthers Gymnastics Club are prohibited from entering the ballet room on the second floor at Panthers Gymnastics Club without the permission of Panthers' staff.

Lobby and vestibule area - Wearing outdoor shoes in the lobby or any other part of the Panthers Gymnastics premises is prohibited. Outdoor shoes are to be left in the vestibule area on the shelves or in the boxes provided.

The lobby area is open to all visitors to Panthers Gymnastics Club. All such visitors (including gymnasts, parents, legal guardians and other relatives of gymnasts) are to be respectful toward one and other in sharing this space.

Non-Participating Children - Parents, legal guardians or other relatives of gymnasts and other visitors to Panthers Gymnastics Club are solely responsible for supervising any of their children and children under their care who are not participating at gymnastics while at Panthers Gymnastics Club.

Recording of Videos and Taking of Photographs - Parents, legal guardians, other relatives of gymnasts and all other visitors to Panthers Gymnastics, as well as gymnasts themselves, are expressly prohibited from taking photographs or video recordings of any gymnast. Coaches shall be entitled to make video recordings of gymnasts for teaching and training purposes. Any videos or pictures posting on any media which includes Facebook, etc. must be approved by head coach, coaches and parents together.

Gymnasium - The gymnasium area is restricted to use by coaches, gymnasts and office staff. Parents, legal guardians, other relatives of gymnasts and other visitors to Panthers Gymnastics Club are prohibited from entering the gymnasium area except for the purpose of viewing competitions, at which time they shall sit in designated areas only. On occasion, upon the approval of Panthers' staff, guests may be allowed in the gymnasium.

Second Floor Viewing area - The second floor viewing area is to be utilized by parents, legal guardians, other relatives of gymnasts and other visitors to Panthers Gymnastics Club for the purpose of observing gymnasts in the gymnasium or for purchasing items from the canteen when it is open. Use of the second floor viewing area by these individuals is expressly conditional upon strict adherence to these Rules and Regulations and the Respectful Environmental Policy of Panthers Gymnastics Club. The club may at any time close the viewing area for an undetermined time, without prior notice or any explanation.

Advertising and Solicitation - The use of any area of Panthers Gymnastics Club for any advertising or for the purpose of the purchase and sale of any goods whatsoever, without the express written permission of the management of Panthers Gymnastics Club, is strictly prohibited.

Binding Effect of Respectful Environment Policy and Rules and Regulation

All gymnasts, parents, legal guardians, and other relatives of a gymnast, as well as visitors to Panthers Gymnastics Club shall be bound by the Respectful Environment Policy and the Rules and Regulations.

The parents and/or legal guardian of the participant_ acknowledge that they have read this Respectful Environment Policy and Rules and Regulations by endorsing their signature(s) on their child application form.