

CODE OF CONDUCT FOR DEALING WITH CHILDREN AND YOUNG PEOPLE

Last updated: March 2026

Calisthenics Victoria wants Children and Young People (CYP) in Calisthenics to feel safe, included, encouraged and supported – essentially, to enjoy themselves so that they keep participating. To make sure that we create this environment, Calisthenics' Victoria Code of Conduct for Dealing with Children & Young People (Code of Conduct CYP) requires everyone involved in calisthenics to abide by certain behavioural standards when it comes to dealing with Children & Young People (CYP). The following summarises those requirements. All behaviour towards CYP should consider the needs and safety of:

- indigenous CYP.
- CYP from culturally and linguistically diverse backgrounds; and
- CYP with a disability.

1) Language and Tone of Voice:

- a. Should provide clear direction, encourage and affirm CYP and boost their confidence.
- b. Should NOT be harmful – i.e., derogatory (e.g. “you’re a loser”), threatening, frightening, profane, discriminatory, racist, sexual.

2) Adhering to Professional Role Boundaries:

- a. Act only within the confines of your duties/role (e.g., if you’re a coach, just be a coach).
- b. Unless with express consent from a nominated Senior Person in Calisthenics do NOT:
 - i. Engage in activities or contact with CYP outside of calisthenics, including online/social media
 - ii. Involve yourself in CYP private or family matters, unless you reasonably suspect they are at risk of harm
 - iii. Provide support to CYP or their families unrelated to Calisthenics
 - iv. Accept invitations to private social functions from CYP or their families, unless there was an existing personal or family relationship
- c. If such situations arise, contact the CYP’s parent/guardian or seek advice from the CEO.

3) Sending electronic communications to CYP (emails, texts and other direct messages):

- a. Wherever possible, use an organisation device, not a personal device.
- b. Must copy parent(s)/guardian(s) into any text, email, Facebook or any other form of electronic communication message.
- c. Must only communicate with CYP regarding issues relevant to Calisthenics.
- d. Ensure that any messages are polite/friendly and in no way sexual in nature.
- e. Must not communicate with CYP, request to be “friends” or “follow” CYP using Internet chat rooms, social networking sites, game sites, instant messaging, or anything of a similar nature, particularly to encourage social contact of an unauthorised nature.
- f. Ensure that Children know what information and behaviour they should expect from adults.
- g. Must not request that CYP keep communication a secret.

4) Supervision of CYP

- a. Avoid unsupervised situations with CYP wherever possible - you should always be in view of others.
- b. Engage positively with our sport.
- c. Behave appropriately towards one another.
- d. Ensure that you are in a safe environment, protected from external threats.

5) Physical Contact with CYP

Physical contact with CYP – must be appropriate to delivery of our sport (e.g., correcting technique &

spotting) and based on the needs of the CYP (i.e., to comfort if distressed).

Unless for medical or allied health purposes by a health care professional, contact must not:

- a. Involve touching genitals, breasts or buttocks.
- b. Appear to have a sexual connotation.
- c. Be intended to cause pain or distress.
- d. Be overly physical (e.g., wrestling, tickling, etc).
- e. Be unnecessary (e.g., assisting CYP with toileting when they don't need help)
- f. Be initiated against the wishes of CYP (unless to prevent injury, in which case physical restraint should be a last resort).

Physical contact initiated by CYP that is sexual and/or inappropriate behaviour between CYP must be reported to the CEO at Calisthenics Victoria.

Physical contact may occur where:

- a. It is needed to show or correct technique or to spot. Adults should always ask permission first and explain why the contact is necessary.
- b. Required for medical or allied health purposes by a health care professional.

6) Sexual Misconduct

No form of "sexual behaviour" is to occur between, with or in the presence of CYP in Calisthenics, even if the CYP are above the legal age of consent – 16 years. This includes contact and non-contact behaviour (e.g. flirting, sexual innuendo, electronic messaging or photography).

7) Positive Guidance and Discipline

We want to create a positive environment for everyone in Calisthenics, understanding that CYP need to understand the acceptable limits of their behaviour, whilst ensuring that:

- a. We give CYP clear direction, using positive, encouraging language.
- b. CYP are given an opportunity to redirect their misbehaviour in a positive way
- c. Behaviour management strategies are fair, respectful and appropriate to CYP's developmental stage.
- d. No physical punishment, cruel/degrading/humiliating, etc treatment is used.

Under no circumstances is physical punishment to be used, nor any other treatment that could be considered as degrading, cruel, frightening, humiliating or discriminatory.

8) Giving gifts to CYP

Must always be authorised by parents/guardians.

9) Photographs/video footage of CYP

- a. You may only take photographs or video footage of CYP involved in Calisthenics if:
 - i. Prior approval has been granted by their parent(s)/guardian(s).
 - ii. the context of the photo/footage is directly related to CYP themselves
 - iii. CYP are appropriately dressed and posed; and
 - iv. The image/footage is taken in presence of others involved in Calisthenics.
- b. Images must not be distributed to anyone outside Calisthenics other than CYPs (or parents/guardians) without knowledge and approval of a parent/guardian and the CEO of Calisthenics Victoria. Where possible images and video should be captured on organisation devices. If using a personal device, the content should be moved to a storage location (i.e., Laptop or cloud storage belonging to the affiliated association or club) and deleted from personal devices as soon as possible.
- c. Images must not be exhibited online without parent/guardian approval unless CYP are de-identified.

10) Overnight Stays and Sleeping Arrangements for CYP

Overnight stays are to only occur with the prior written authorisation of parents/guardians and the relevant

staff at Calisthenics Victoria.

11) Change Room arrangements

People involved in Calisthenics must:

- a. Supervise CYP in change rooms whilst balancing their right for privacy.
- b. Avoid one-to-one unsupervised situations with CYP in a change room area (other than with their own child), whilst ensuring adequate supervision to keep CYP safe (e.g., standing outside the entrance to the change room).
- c. Not dress/undress in the change dressing room whilst CYP are present unless they are part of a Senior Team and there are other members of the team present.
- d. Ensure that photos, video or other recordings are not taken in change/dressing rooms. To manage this, consider a "NO MOBILE PHONES" policy and signage in change rooms and dressing rooms.
- e. Ensure that participants use the change and dressing room of their affirmed gender.

12) Use, possession or supply of alcohol or drugs

- a. All persons involved in Calisthenics who are delivering a program or on overnight stays/camps involving CYP must not use, possess or be under the influence of illegal or illicit drugs, alcohol or be incapacitated by any other legal drug.
- b. Legal (i.e., prescription) drugs are permitted to be used provided that it does not interfere with your ability to provide an appropriate level of care to CYP in Calisthenics Victoria and that you do not supply legal drugs (including alcohol and tobacco) to CYP.

13) Transporting children

- a. You can only transport CYP in circumstances that are directly related to the delivery of our sport and only with prior written approval of CYP's parent/guardian and the express acknowledgment of a senior staff member at Calisthenics Victoria.
- b. If it is not possible to get prior written consent or approval, you must notify in writing the details of the travel to the nominated staff member at Calisthenics Victoria as soon as possible after the journey.
- c. Where it is not possible to get a parent/guardian's approval in advance, the parent/guardian should send an approval text/electronic message to an appropriate nominated person at Calisthenics Victoria. This should then be documented appropriately.

14) Pick up and collection of CYP

We must:

- a. Ensure that CYP and their parents/guardians know the times/locations of class/competitions and that they arrive before the scheduled times so that CYP aren't unattended.
- b. Have an operational phone and register of parent/guardian emergency contact details.
- c. Ensure they are aware of pick-up details for CYP and that all relevant approvals are given.
- d. If a parent/guardian is late, make efforts to contact them, noting that it is not your responsibility to drive CYP in Calisthenics home. You should also ask the second last child and their parent/guardian to wait until the final child is collected.
- e. Not leave the class or competition until all CYP have been collected.
- f. If necessary, ask the parent/guardian to collect their child/ren from class or competition rooms if there are others present and arrangements are documented.
- g. If a parent/guardian is repeatedly late to collect their kid(s), notify the nominated person at Calisthenics Victoria.

15) Injured or Unwell Kids

- a. Only individuals who are qualified to administer first aid or treat sport injuries should treat CYP. This should be done in the presence of others, preferably their parent/guardian.

- b. Those treating CYP should be mindful of:
 - i. Seek medical attention as soon as possible or recommend this to the parents/guardians. Placing safety, wellbeing, comfort and privacy for children as their top priority
 - ii. Only treat the injured area
 - iii. Report all injuries and treatment to the children's parents/guardians. These documents should also be provided to the relevant person in charge.
 - iv. Seek medical attention as soon as possible or recommend this to the parent/guardians

16) Diversity & Equity

In Victoria, according to the 11 Victorian Child Safe Standards, we must:

- a. Recognise that not all children have the same background, experience and access to Calisthenics opportunities.
- b. Provide information in an easy-to-understand way so that all children can get involved (ie. Simple language).
- c. Ensure all children are always treated fairly and equally (ie. During training, competitions and functions).

17) Aboriginal Cultural Safety

The 11 Victorian Child Safe Standards recognise that it's important to establish a culturally safe environment in which the diverse and unique identities and experience of Aboriginal & Torres Strait Islander children are respected and valued. Some suggestions for ways we can do this are:

- a. Including an Acknowledgement of Country at the start of events, meetings and gatherings.
- b. Actively encouraging Aboriginal children and their families to take part in activities.
- c. Calling out racist comments or behaviour and reporting them to an appropriate senior person in Calisthenics in Victoria as soon as possible.
- d. Celebrating days of significance and importance for Aboriginal communities.