

CODES OF CONDUCT

1. INTRODUCTION

Calisthenics Victoria is committed to maintaining the highest standards of integrity, professionalism and ethical behaviour across all aspects of the sport.

As the recognised State Sporting Organisation for calisthenics in Victoria, Calisthenics Victoria expects all individuals involved in its activities to act in a manner that reflects the organisation's values and promotes a safe, inclusive and respectful environment.

Calisthenics Victoria promotes and celebrates the core values of:

- Confidence
- Courage
- Connection
- Community

These values underpin the behaviour expected of all individuals participating in calisthenics and guide decision-making, relationships and conduct across the organisation.

To support these expectations, Calisthenics Victoria has established a suite of Codes of Conduct which outline the standards of behaviour required when participating in or engaging with calisthenics activities.

2. PURPOSE

The purpose of the Calisthenics Victoria (CaliVic) Codes of Conduct is to establish clear and consistent standards of behaviour for all individuals involved in calisthenics.

The Codes are designed to:

- promote a safe, respectful and inclusive environment for all participants
- support positive experiences and wellbeing across all calisthenics activities
- protect the integrity, reputation and professionalism of the sport
- provide a framework for ethical behaviour and accountability
- ensure behaviour is managed fairly and consistently across the organisation

Compliance with the Codes of Conduct is a condition of participation in activities conducted by, or under the authority of, CaliVic.

Failure to comply with a Code of Conduct may result in disciplinary action in accordance with CaliVic policies and procedures.

3. SCOPE

This policy establishes the framework for the suite of CaliVic Codes of Conduct.

The Codes apply to all individuals participating in activities organised, sanctioned or affiliated with CaliVic, including but not limited to:

- affiliated organisations and clubs
- members and registered performers
- coaches and adjudicators
- volunteers and officials
- parents and guardians
- audience members
- contractors and service providers
- any other persons bound by Calisthenics Victoria's Constitution, By-Laws or policies (collectively referred to as **Participants**).

The Codes of Conduct apply in all environments where calisthenics activities occur, including:

- competitions and performances
- training and practice venues
- CaliVic offices and events
- travel associated with calisthenics activities
- online platforms and digital communications
- any situation where an individual's behaviour may reasonably be connected with or reflect upon CaliVic or the sport of calisthenics.

4. RELATIONSHIPS WITH OTHER POLICIES AND LEGISLATION

The Codes of Conduct operate alongside and support CaliVic's broader governance framework, including its:

- Constitution
- Integrity and disciplinary policies
- Child safety and safeguarding policies

These Codes do not replace legal obligations under applicable legislation but are intended to reinforce compliance with relevant laws and best practice standards.

CaliVic also supports and promotes the Fair Play Code, which outlines expected standards of behaviour for everyone involved in sport and recreation in Victoria. The Fair Play Code is based on the principles of:

- Integrity
- Respect
- Responsibility
- Fairness
- Safety

Participants are expected to uphold these principles when participating in calisthenics activities.

5. CALISTHENICS VICTORIA CODES OF CONDUCTS

CaliVic has developed a suite of Codes of Conducts tailored to specific roles within the sport.

These include:

- Adjudicator Ethics and Code of Conduct
- Administrator Code of Conduct
- Audience Code of Conduct
- Coach Code of Conduct

- Code of Conduct for Dealing with Children and Young People
- Contractor Code of Conduct
- Junior Performer Code of Conduct
- Parent and Guardian Code of Conduct
- Performer Code of Conduct
- Volunteer Code of Conduct

Separate Codes of Conduct exist for Calisthenics Victoria staff and Board Directors.

Each Code outlines the specific behavioural expectations relevant to that role.

6. DEFINITIONS AND INTERPRETATIONS

For the purposes of this Policy and the associated Codes of Conduct, the following definitions apply.

Term	Definition and interpretation
Abuse	Any act or omission that causes, or has the potential to cause, physical, emotional, psychological or sexual harm to a person. This includes bullying, harassment, neglect, grooming and exploitation. Abuse may occur as a single incident or a pattern of behaviour and may occur in person or through online or digital environments
Adjudicator	A person who is appointed to judge calisthenics competitions in accordance with CaliVic rules and policies.
Affiliated Club	Any club, association or organisation formally affiliated with CaliVic and bound by its Constitution, Policies and Codes of Conduct.
Audience Member	Any person attending a CaliVic activity or event in a non-participatory capacity.
Calisthenics Victoria	The recognised Victorian State Sporting Organisation for the sport of calisthenics.
Calisthenics Victoria Officers (Officers)	Includes the Board, committees, delegates, employees, contractors and any other person acting in an official capacity on behalf of Calisthenics Victoria.
Child Abuse	Any act or omission by a person that endangers or harms, or is likely to endanger or harm, a child's physical, emotional, psychological or sexual wellbeing. This includes grooming, neglect and exploitation, consistent with Victorian child safety legislation.
Child Safety	The prevention of harm to children and young people, including protecting them from abuse, neglect, grooming and exploitation, and promoting their wellbeing, participation and empowerment in accordance with the Victorian Child Safe Standards.
Child/Children and Young People	Any person under the age of 18 years
Conflict of interest	Any personal, professional or financial interest that could influence, or reasonably be perceived to influence, a person's ability to act in the best interests of CaliVic.
Contractor	A person or organisation engaged to provide goods or services to CaliVic.
Disciplinary action	Action taken by CaliVic in response to a breach of its Constitution, policies, procedures or Codes of Conduct.
Discrimination	Unfair or prejudicial treatment of a person based on protected attributes, including age, gender identity, disability, race, cultural background, religion or sexual orientation.

Fair Play Code	The Victorian Government endorsed code outlining expected standards of behaviour in sport, based on the principles of integrity, respect, responsibility, fairness and safety.
Harassment	Unwelcome behaviour that a reasonable person would expect to offend, humiliate or intimidate another person. This includes verbal, physical, written or online conduct and includes sexual harassment
Participants	Includes CaliVic Officers, Affiliated Organisations, Clubs, Members, Registered Adjudicators, Registered Examiners, Registered Coaches, Registered Performers, Chaperones, Life Members, Volunteers and all other persons bound by Calisthenics Victoria's Constitution, and Policies.
Procedural Fairness	The obligation to ensure a fair process when responding to allegations or disciplinary matters, including providing individuals with an opportunity to respond.
Registered Coach	A registered coach with CaliVic.
Registered Performer	A person who is a member of an affiliated club and registered for the purposes of competitive or recreational calisthenics, also referred to as an athlete.
Venues	Includes competition venues, practice venues, performance venues, CaliVic offices, events, travel locations and any other location where calisthenics activities occur.
Volunteer	Any person who performs a role associated with CaliVic or its activities in an unpaid capacity.

Where a term is not defined in this Policy, the meaning given in the Calisthenics Victoria Constitution or relevant legislation will apply.

7. COMPLIANCE AND BREACHES

All Participants are required to comply with the relevant Code of Conduct applicable to their role.

Alleged breaches may be addressed in accordance with CaliVic's Complaints, Grievances and Dispute Resolution Policy. Sanctions may apply depending on the seriousness of the breach.

8. RELATED DOCUMENTS

- Complaints, Grievances and Dispute Resolution Policy
- Child Safety and Wellbeing Policy

9. MONITORING, REVIEW AND EVALUATION

The Board, through its Governance Committee, is responsible for monitoring, evaluating and reviewing this Policy, as required, from time to time in accordance with changing CaliVic needs and legislative requirements.

10. ATTACHMENTS

- Adjudicator Ethics and Code of Conduct
- Administrator Code of Conduct
- Audience Code of Conduct
- Coach Code of Conduct
- Code of Conduct for Dealing with Children and Young People

- Contractor Code of Conduct
- Junior Performer Code of Conduct
- Parent and Guadian Code of Conduct
- Performer Code of Conduct
- Volunteer Code of Conduct