



Athlete and Participant Code of Conduct

"The Code of Conduct for Athletes and Participants" outlines specific expectations as it relates to the mistreatment of others.

Abuse or Mistreatment

Champion's top priority is keeping children and athletes safe. Any form of abuse or mistreatment of children, employees, and volunteers is prohibited. Participants shall not abuse or mistreat employees, volunteers, or other consumer in any way. Use of abusive language, obscene or profane language, including racial, religious, or sexual references directed at other people will not be tolerated. It is important to treat others as you would like to be treated.

Customers/participants shall not engage in the verbal or emotional abuse or mistreatment of other customers/participants, employees, or volunteers.

Appropriate Verbal Interactions for Adolescent and Teenage Customers/Participants

- Appropriate Jokes
- Encouragement
- Praise

Inappropriate Verbal Interactions for Adolescent and Teenage Customers/Participants

- Name-calling
- Bullying
- Ridicule or Humiliation
- Discussing sexual encounters
- Cursing
- Hazing
- Off-color or sexual jokes
- Shaming
- Belittling
- Derogatory remarks
- Harsh language that may frighten, threaten, or humiliate another consumer
- Derogatory remarks about another consumer or his/her family
- Inappropriate games like Truth or Dare and Never Have I Ever

Athletes and participants shall not engage in the physical abuse or mistreatment of other customers/participants, employees, or volunteers.

Appropriate Physical Interactions for Adolescent and Teenage Customers/Participants

- Side hugs
- Shoulder-to-shoulder or "temple" hugs
- Pats on the shoulder or back
- Handshakes
- High-fives and hand slapping
- Verbal praise
- Pats on the head when culturally appropriate
- Touching hands, shoulders, and arms
- Arms around shoulders

Inappropriate Physical Interactions for Adolescent and Teenage Consumers/Participants

- Full-frontal hugs
- Kisses
- Showing affection in isolated areas
- Lap sitting
- Wrestling
- Piggyback rides
- Tickling
- Exposing oneself
- Any type of massage given by or to a consumer
- Any form of affection that is unwanted by the consumer, employee or volunteer
- Compliments relating to physique or body development
- Touching bottom, chest, or genital areas
- Hitting or Slapping
- Spanking
- Shaking
- Unnecessary restraints
- Viewing or showing others pornographic materials

Personal Relationships

Appropriate personal relationships between participants are encouraged. However, our organization strongly discourages romantic relationships between teammates. Participants are not permitted to hold hands, sit on others' laps, use full-frontal hugs, or kiss each other during club activities to include training, meets, public appearances in the community or social activities sponsored by the club.

Relationships between participants and employees are strictly prohibited and will be referred to law enforcement and the U.S. Center for SafeSport.

Electronic Communication

All communication between employees/volunteers and customers/participants must be approved by a customer's parents/guardians and must be in an open electronic environment. The "Rule of Three" must be observed in all electronic communications between customer/participants and employees/volunteers. For example, there should be two employees/volunteers included in on text messages and emails with customer/participant. Direct, private messaging between customer/participant and employees/volunteers is not allowed.

Customer/participants will comply with the organization's policies governing the use of personal mobile communication devices. Customer/participants are not permitted to share cell phones with other customer/participants.

Alcohol, Drugs, and Tobacco

Possession and/or use of alcoholic beverages, drugs and tobacco products while at the club or during club sponsored activities is strictly prohibited. Participants will not be permitted to participate in any activity while under the influence of alcohol, drugs, or illicit substances.

Weapons

We want our organization to be a safe place for customers, children, and families. Weapons and items that may be considered weapons are prohibited. Anyone found to be in possession of such items will be required to leave and the items will be confiscated. This includes laser pointers. Parents/guardians, and/or the authorities will be notified as appropriate.

Violence

Our organization seeks to provide a safe environment for individuals in our community. Violence and threats of violence will not be tolerated at Champion Gymnastics on our grounds, in club facilities, in other facilities being utilized by our organization, or during Champion sponsored activities and events. Employees are available to assist in the resolution of differences.

Disruptive Behavior

We take pride in the appearance of our club, and we always want to ensure members are safe. Inappropriate or disruptive behavior is not permitted in our organization. This includes, but is not limited to, graffiti, littering, spitting, or throwing objects that could intentionally or unintentionally harm others or cause disorder.

Bullying

Our organization will not tolerate the mistreatment or abuse of one participant by another participant. Bullying is aggressive behavior that is intentional, is repeated over time, and involves an imbalance of power or strength. Bullying can take on various forms including:

- Physical bullying – when one person engages in physical force against another person, such as by hitting, punching, pushing, kicking, pinching, or restraining another.
- Verbal bullying – when someone uses their words to hurt another, such as by belittling or calling another hurtful name.
- Nonverbal or relational bullying – when one person manipulates a relationship or desired relationship to harm another person. This includes social exclusion, friendship manipulation, or gossip. This type of bullying also includes intimidating another person by using gestures.
- Cyberbullying – the intentional and overt act of aggression toward another person by way of any technological tool, such as email, instant messages, text messages, digital pictures or images, or website postings (including blogs). Cyberbullying can involve:
 - Sending mean, vulgar, or threatening messages or images.
 - Posting sensitive, private information about another person.
 - Pretending to be someone else in order to make that person look bad; and
 - Intentionally excluding someone from an online group.
- Hazing – an activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers that person regardless of that person’s willingness to participate.
- Sexualized bullying – when bullying involves behaviors that are sexual in nature. Examples of sexualized bullying behaviors include sexting, bullying that involves exposures of private body parts, and verbal bullying involving sexualized language or innuendos.

Anyone who sees an act of bullying, and who then encourages it, is engaging in bullying. This policy applies to all customers/participants, employees, and volunteers.

Reporting

Because our organization is dedicated to maintaining zero tolerance for abuse, it is imperative that everyone, including parents, actively contributes to the protection of all participants. If any person observes suspicious or inappropriate behaviors and/or policy violations on the part of other employees, volunteers, or other customers, it is their personal responsibility to immediately report their observations.

Examples of Suspicious or Inappropriate Behaviors Between Employees/Volunteers and Customers/Participants:

- Violation of any abuse prevention policies outlined by the club
- Seeking private time or one-on-one time with a participant
- Buying gifts for individual participants
- Making suggestive comments to participants
- Picking favorites

Athletes and participants are encouraged to report concerns or complaints about other employees and volunteers, other adults, or customer to a manager who can be reached at(209)477-8978 or email: championgymstockton@gmail.com.

Personal Interactions with Coaches and Employees

Athletes and participants may not violate the one-on-one policy between employees and minors by personally reaching out to a coach via social media or other personal channels. All communication must go through club approved methods and follow the policies for employee/participant interactions.