

CHANGEROOM AND TOILET POLICY

WAVERLEY GYMNASTICS CENTRE



PURPOSE

This document outlines the Waverley Gymnastics Centre (WGC) Policy in relation to the use of changerooms and toilets at WGC facilities.

SCOPE

As part of the WGC ongoing commitment to child safety, we endeavour to ensure all children remain appropriately supervised in a safe environment for the duration of their time at WGC. The WGC Changeroom and Toilet Policy is a guiding document intended to ensure all participants and patrons have safe, inclusive and equitable access to the club.

POLICY/PROCEDURE

For the purpose of this policy

Neil R., Carlson (2010). *Psychology: The science of behavior. Fourth Canadian edition* defines the distinction between sex and gender differentiates a person's biological sex (the anatomy of an individual's reproductive system, and secondary sex characteristics) from that person's gender, which can refer to either social roles based on the sex of the person (gender role) or personal identification of one's own gender based on an internal awareness (gender identity).

Changeroom/Toilet Use

- Patrons (including members and parents/guardians) may utilise the bathroom or change room which most closely aligns with their gender identity .
- If a family change room or unisex bathroom is not available, parents/guardians are permitted to take children under the age of six to the bathroom of the parent's/guardian's gender.
- Patrons (individuals) may use bathrooms according to their gender identities.

Bathroom Use During Class

If the gymnast is in a 1-hour class (or under the age of 8 years), they must always be accompanied by one of the following:

- A parent or guardian (no other gymnast required)
- A coach or WGC staff member, with another same gender gymnast (if known).

If the gymnast is in a 1.5-hour + class (or over the age of 8 years), they must always be accompanied by one of the following:

- A parent or guardian (no other gymnast required)
- Groups of two, with another same gender gymnast (if known).

*Please note, in cases where a WGC coach or staff member accompanies a gymnast under the age of 8 years to the toilet (with another same gender gymnast (if known)), they will remain in a line of sight of the toilet entrance.

Photography

For the privacy of everyone, the use of audio or visual recording devices, including a mobile phone camera, is PROHIBITED in changing areas, bathrooms or toilets.

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BREACH OF POLICY

Breaches of this policy include but are not limited to:

- Photography or visual recording of any kind.
- Posting of photos and videos on social media platforms which clearly show gymnasts in WGC changing areas, bathrooms or toilets.
- Parents/guardians entering bathrooms/changerooms of the opposite gender.
- Gymnasts under the age of 8 years using the toilets during designated class times without following the outlined policy/procedure.

Breach of Policy Reporting Process

For any breaches or complaints related to this policy please contact the appropriate WGC employee as outlined in the WGC Questions and Concerns Procedure located at the following link: <https://www.wgc.org.au/policies/>

WGC will follow the complaints procedure as per the Gymnastics Australia (GA) Member Protection Policy located at the following link:

https://www.gymnastics.org.au/images/national/About_Us/By_laws_Policies_Tech_Regs/Member_Protection_Policy_0219.pdf

The below outlined process is applicable to WGC staff, volunteers, gymnasts and relations in regard to breach of policy.

Offence	1 st Occasion	2 nd Occasion	3 rd Occasion	4 th Occasion
Unsatisfactory conduct	Formal verbal warning	Written warning	Final written warning	Termination
Misconduct	Final written warning	Termination		
Serious misconduct	Termination			

Unsatisfactory conduct is defined as where the conduct involves a substantial or consistent failure to reach or maintain a reasonable standard of competence and diligence.

Misconduct is defined as a substantial or intentional disregard of the employer's interests.

Serious misconduct is defined as wilful or deliberate behaviour by an employee, participant or participant family member that is inconsistent with the continuation of the contract of employment, WGC Code of Conduct and causes serious and imminent risk to:

- (i) the health or safety of a person; or
- (ii) the reputation, viability or profitability of WGC or the gymnastics community.

If a disciplinary penalty is imposed it will be in line with the procedure outlined above, which may encompass a formal verbal warning, written warning, final written warning, or termination, and full details will be provided.

There may be occasions where the conduct of the individual/s is serious enough to by-pass one (or more) of the above steps and move immediately to a first and final written warning or termination.

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WGC Management retains the right to take in to account the severity of a misconduct and use their discretion accordingly in relation to disciplinary proceedings.

Policy Promotion

This policy is available to all WGC staff, volunteers, gymnasts and relations, and the broader gymnastics community, via the WGC website at <https://www.wgc.org.au/policies/>.

This policy will be communicated to all WGC staff, volunteers and gymnasts by the WGC Child Wellbeing Manager, or in their absence the Club Director (or delegate), at the beginning of each calendar year.

APPROVAL AND REVIEW

Approved By:	Stuart Ireland, Vice President, WGC
Review Date:	October 2021
Policy Owner:	Child Protection and Policies Compliance Manager/ Governance Sub-Committee
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