**River Valley Gymnastics Bullying Policy**

River Valley Gymnastics has a **zero tolerance policy** regarding bullying.

Good citizenship and civility are modelled and reinforced throughout the gym

community. Every person is valued and treated with respect.

Coaches and athletes of River Valley Gymnastics have the right to work and train in a safe, orderly, productive, respectful and harassment-free environment.

Athletes are responsible for their behaviour in accordance with their age and stage of development.

Athletes are ensured to have a sense of belonging and connection and to feel they are supported and have a positive relationship with the coaches.

All members of the River Valley Gymnastics community train and work together in an atmosphere of respect and safety, free from homophobia, racism and all other forms of discrimination that could lead to bullying and harassment.

The following are examples of behaviours exhibited by any person that are viewed as extreme and unacceptable

• bullying, hazing or any form of intimidation;

• cyber bullying - including, but not limited to, posting inappropriate material online, sending harassing, deliberate or repeated emails and posting items online without permission of those involved;

• possession, use or provision of weapons - a weapon can be any object used, or intended to be used, to cause injury or death, or to threaten or intimidate a person.

• possession, use or selling of illegal or dangerous substances or objects - examples include the use of illegal drugs, tobacco, alcohol and cannabis, possession of drug paraphernalia and possession of explosives;

• possession of or sharing pornographic materials (including electronic images);

• physical violence - the use of force or inciting others to use force to cause physical injury;

• sexual assault, harassment, abuse and misconduct;

• dissemination of any hate propaganda material, including hate literature;

• harassment - causing a person to fear for their safety or the safety of a person known to them by repeatedly following them from place to place or repeatedly communicating directly or indirectly (e.g. by leaving notes, making or sending persistent or harassing telephone calls or e-mails, etc.);

• uttering threats - communicating the intent to hurt or damage a person, an animal, place or thing;

• vandalism causing extensive damage to RVG property;

• theft;

• disruption to RVG operations - any behaviour which threatens the health or safety of any person;

• any other behaviour that, in the opinion of RVG coaches and/or Board of Executives, would reasonably be considered serious misconduct.