



CLUB-2-CLUB CONFLICT

SOUTHERN ARTISTIC GYMNASTICS ACADEMY IS COMMITTED TO MAINTAINING PROFESSIONAL, RESPECTFUL, AND APPROPRIATE RELATIONSHIPS WITH OTHER CLUBS, ORGANISATIONS, GOVERNING BODIES, COACHES, OFFICIALS, AND MEMBERS WITHIN THE GYMNASTICS COMMUNITY.

SUMMARY ACTION

BEHAVIOUR THAT MAY CONTRIBUTE TO UNNECESSARY CONFLICT, HOSTILITY, INTIMIDATION, HARASSMENT, REPUTATIONAL DAMAGE, OR DISRUPTION BETWEEN ORGANISATIONS WILL NOT BE TOLERATED.

COMMUNICATION AND CONDUCT

ANY CONCERNS, DISPUTES, DISAGREEMENTS, OR COMPLAINTS INVOLVING ANOTHER CLUB OR ORGANISATION SHOULD BE MANAGED THROUGH APPROPRIATE AND PROFESSIONAL COMMUNICATION CHANNELS. MEMBERS AND ASSOCIATED INDIVIDUALS SHOULD AVOID ENGAGING IN PUBLIC DISPUTES, INFLAMMATORY COMMENTARY, SOCIAL MEDIA CONFLICT, OR BEHAVIOUR THAT MAY ESCALATE TENSIONS BETWEEN ORGANISATIONS.

INVESTIGATION AND EVIDENCE

THE ACADEMY RESERVES THE RIGHT TO INVESTIGATE, DOCUMENT, RETAIN EVIDENCE, AND REPORT ANY CONDUCT, COMMUNICATION, OR BEHAVIOUR BY INDIVIDUALS, GROUPS, OR ORGANISATIONS THAT IS BELIEVED TO INTENTIONALLY CREATE CONFLICT WITH, INTERFERE WITH, HARASS, INTIMIDATE, UNDERMINE, OR DAMAGE THE ACADEMY, ITS OPERATIONS, MEMBERS, STAFF, OR REPUTATION.

REPORTING AND ESCALATION

WHERE APPROPRIATE, CONCERNS MAY BE REFERRED TO BRITISH GYMNASTICS, SAFEGUARDING AUTHORITIES, LEGAL REPRESENTATIVES, VENUE PROVIDERS, REGULATORY ORGANISATIONS, OR OTHER RELEVANT EXTERNAL AGENCIES.

WELFARE AND SAFEGUARDING

THE WELFARE OF GYMNASTS REMAINS THE ACADEMY'S PRIORITY AT ALL TIMES. THE ACADEMY WILL TAKE REASONABLE STEPS TO MINIMISE THE IMPACT OF EXTERNAL CONFLICT OR ORGANISATIONAL DISPUTES ON THE WELLBEING, SAFETY, TRAINING ENVIRONMENT, AND EXPERIENCE OF ITS MEMBERS.

GOVERNANCE

FAILURE TO COMPLY WITH THIS POLICY MAY RESULT IN ACADEMY ACTION INCLUDING BEHAVIOUR MANAGEMENT PROCEDURES, RESTRICTIONS, SUSPENSION, EXCLUSION, OR FORMAL REPORTING WHERE APPROPRIATE.