



REPUTATION PROTECTION

SOUTHERN ARTISTIC GYMNASTICS ACADEMY IS COMMITTED TO PROTECTING THE REPUTATION, INTEGRITY, WELFARE, AND PROFESSIONAL STANDING OF THE ACADEMY, ITS MEMBERS, STAFF, VOLUNTEERS, AND ASSOCIATED INDIVIDUALS.

PROFESSIONAL STANDARDS

THE ACADEMY EXPECTS ALL MEMBERS, PARENTS, CARERS, STAFF, VOLUNTEERS, ORGANISATIONS, AND EXTERNAL PARTIES INTERACTING WITH THE ACADEMY TO CONDUCT THEMSELVES IN A PROFESSIONAL, RESPECTFUL, AND APPROPRIATE MANNER AT ALL TIMES.

PROTECTION OF REPUTATION

THE ACADEMY RESERVES THE RIGHT TO INVESTIGATE, DOCUMENT, COLLECT EVIDENCE RELATING TO, AND FORMALLY REPORT ANY BEHAVIOUR, CONDUCT, COMMUNICATION, OR ACTION BY AN INDIVIDUAL, GROUP, ORGANISATION, OR EXTERNAL PARTY THAT IS BELIEVED TO INTENTIONALLY UNDERMINE, DAMAGE, MISREPRESENT, OR DISMANTLE THE REPUTATION, OPERATIONS, RELATIONSHIPS, SAFEGUARDING RESPONSIBILITIES, OR PROFESSIONAL STANDING OF THE ACADEMY. THIS MAY INCLUDE, BUT IS NOT LIMITED TO: FALSE OR MISLEADING ALLEGATIONS, DEFAMATORY OR ABUSIVE COMMUNICATION, TARGETED REPUTATIONAL ATTACKS, HARASSMENT OR INTIMIDATION, INTERFERENCE WITH ACADEMY OPERATIONS OR RELATIONSHIPS, BEHAVIOUR CONSIDERED MALICIOUS, DISRUPTIVE, OR PROFESSIONALLY INAPPROPRIATE.

INVESTIGATION AND REPORTING

WHERE CONCERNS ARISE, THE ACADEMY MAY RETAIN RECORDS, COMMUNICATIONS, SCREENSHOTS, WITNESS STATEMENTS, OR OTHER RELEVANT EVIDENCE WHERE LEGALLY AND OPERATIONALLY APPROPRIATE. THE ACADEMY RESERVES THE RIGHT TO REFER MATTERS TO APPROPRIATE GOVERNING BODIES, SAFEGUARDING AUTHORITIES, LEGAL REPRESENTATIVES, REGULATORY ORGANISATIONS, VENUE PROVIDERS, LAW ENFORCEMENT AGENCIES, OR OTHER RELEVANT EXTERNAL BODIES WHERE NECESSARY.

CONFIDENTIALITY

ANY INVESTIGATION OR REVIEW RELATING TO REPUTATIONAL CONCERNS WILL BE MANAGED AS APPROPRIATELY AND CONFIDENTIALLY AS REASONABLY POSSIBLE WHILST BALANCING SAFEGUARDING, LEGAL, OPERATIONAL, AND WELFARE RESPONSIBILITIES.

GOVERNANCE

ALL INDIVIDUALS CONNECTED TO THE ACADEMY ARE EXPECTED TO AVOID BEHAVIOUR THAT MAY NEGATIVELY IMPACT THE ACADEMY, ITS MEMBERS, OR THE WIDER GYMNASTICS COMMUNITY. FAILURE TO UPHOLD THESE EXPECTATIONS MAY RESULT IN DISCIPLINARY ACTION, RESTRICTIONS, SUSPENSION, EXCLUSION, OR FORMAL REPORTING WHERE APPROPRIATE.