

Blue Ridge Gymnastics Electronic Communications Policy

Blue Ridge gymnastics is committed to creating a safe and positive environment for all and to ensure that we promote an environment free of misconduct. Therefore, the following policy has been adopted regarding the electronic communications of all Blue Ridge gymnastics personnel.

Use of electronic communications/social media for Blue Ridge gymnastics business:

Social media and electronic communications, including but not limited to (Facebook, YouTube, turn over, Instagram, snap chat, texts, emails, blogs and web postings) provide an opportunity for misconducts to occur. Therefore, Blue Ridge gymnastics does not permit individual or private communications from coaches, staff, volunteers and administrators to gymnasts via these communication media. All emails, texts, and posts must be professional and related solely to the Blue Ridge gymnastics activities and events. All coaches, staff and administrators are to distribute electronic and mobile communications to gymnasts openly and publicly with a copy to the parents transmitted simultaneously.

Coaches, staff and administrators shall not “follow” or “friend” any gymnasts or his or her parent nor allow friending, following or the equivalent from a gymnast or parent on any personal social media account. ymnasts and parents may only engage with an official Blue Ridge gymnastics page or account.

No private information regarding Blue Ridge gymnastics or any of its gymnasts may be distributed in any format.

Parents and guardians have the right to request that their child not be contacted in any form of electronic communications. All such requests will be honored.

Other

Any violation of the electronic communications policy could result in progressive discipline up to and including immediate termination

A copy of this policy shall be posted on Blue Ridge gymnastics website.

This policy will be reviewed annually and updated as necessary

Blue Ridge Gymnastics Safe Environment/Athlete-Protection Policy

Blue Ridge gymnastics is committed to creating a safe positive environment for all coaches, staff, gymnasts and parents, as well as, promoting an environment that is free of misconduct. Therefore, the following policy has been set forth to provide a safe gymnastics environment, both solely and in partnership with other necessary parties, including staff parents and gymnasts.

Blue Ridge Gymnastics Academy has “zero Tolerance” for abuse, including inappropriate behavior and sexual misconduct, in its programs activities and events

Definition of abuse

Blue Ridge gymnastics has not adopted any specific definition of abuse; rather, it has chosen to defer to such general sources and definitions for reference and applications, depending upon the circumstances. Nonetheless, the following conduct may be considered abusive

Physical Abuse

1. any physical contact with a participant that intentionally causes the participant to sustain bodily harm, including without limitation, striking, hitting, kicking, biting, shaking, shoving, forcing an athlete to train or compete when injured or mandating excessive exercise as a form of punishment.
2. Any physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.
3. Giving alcohol or inappropriate drugs to a participant
4. any violation of applicable laws

Physical contact that is reasonably intended to coach, teach or demonstrate a gymnastics skill or to prevent or lessen injury (e.g. spotting,

catching) does not constitute physical abuse. Infrequent, not intentional physical contact particularly that which arises out of error on the part of the gymnast or coach, does not constitute physical abuse.

Sexual Abuse

1. Rape, incest, fondling, exhibitionism or sexual exploitation.
2. Any form of sexual contact or inappropriate touching, unwanted physical contact, unwelcome advances or requests for sexual favors.
3. Any form of wanton or obscene gesturing, lewd remarks or indecent exposure.
4. Sexual abuse of a minor includes without limitations:
 - touching a minor participant for the purpose of causing sexual arousal or gratification of either person.
 - A minor participant touching any person, if the touching occurs at the request of her with the consent of such other person, for the sexual arousal or gratification of either person.
5. Neither consent of the participant to the sexual abuse or contact, mistake as to the participant’s age, nor the fact that the sexual contact did not take place at a gymnastics function is a defense to a complaint of sexual abuse.
6. Sexual abuse also includes sexual misconduct described in the USA gymnastics code of ethical conduct, including
 - Soliciting or engaging in sexual relations with any minor.
 - Engaging in any behavior that utilizes the influence of a professional member’s position as coach, Judge or administrator to encourage sexual relations with any athlete.
 - Engaging in sexual harassment by making unwelcome advances, requests for sexual

favors or other verbal or physical contact of a sexual nature where such conduct creates an intimidating, hostile or offensive environment.

7. Any violation of applicable law involving sexual misconduct or child-abuse or that is specifically designed to protect minors.

Standards of behavior

To promote a safe gymnastics environment Blue Ridge gymnastics activities and events and lessen the likelihood of an abusive situation, coaches, staff must adhere to the following standards of behavior, as well as, sound teaching and training.

-Children are to be supervised at all times, including children or dropped off early and children that are not picked up immediately after class.

-Blue Ridge gymnastics personnel will never be alone with the child; two adults(one of whom may be a parent)are required to be present at all times **this includes all travel situations, before and after classes and workouts, "private" lessons, etc.**

-All interactions (practices, workouts, competitions, lessons, classes, meeting, etc.) with a child shall be observable and interruptible at all times

-Care should be taken to ensure that such physical contact is not invasive of sensitive areas of the body.

-Children may only be picked up from Blue Ridge gymnastics by a parent or other person designated by the parent

-Out of program contact with athletes, such as babysitting, tutoring and ride giving, is prohibited. gift giving or providing special favors or privileges to individual athletes is prohibited.

-Lap -sitting, tickling, back rubs, wrestling or other incidents of body contact that are not consistent with the coach athlete relationship are prohibited.

-Provision of alcohol or inappropriate drugs to athletes is prohibited

-Electronic or social media communications with athletes are prohibited and subject to Blue Ridge gymnastics electronic communications policy.

Reporting

Any suspected violation of this policy or Blue Ridge gymnastics others safe environment/athlete protection related policies, standards, rules, procedures and guidelines should be reported and will be addressed pursuant to Blue Ridge gymnastics reporting policy. Violations could result in progressive discipline up to and including immediate termination.

Other

A copy of this policy shall be placed in conspicuous locations and on the Blue Ridge gymnastics website

Blue Ridge Gymnastics Academy

Abuse reporting policy

Blue Ridge gymnastics is committed to creating a safe and positive environment for all and ensuring that it is free of misconduct.

Witnessing misconduct

If Blue Ridge gymnastics personnel witness any type misconduct occurring, he/she should interrupt or disrupt the contact using reasonably necessary action given the circumstances

Reporting Misconduct

Reports should be made to Hugh or Donna as soon as reasonably possible.

Blue Ridge gymnastics will follow applicable law in reporting abusive situations to law enforcement authorities. Blue Ridge gymnastics does not investigate suspicions or allegations of child abuse or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

Blue Ridge gymnastics will consider whether it is appropriate or necessary to make a report to USA gymnastics pursuant to article 10 of the USA gymnastics bylaws with respect to such a conduct.

When an allegation of child physical or sexual abuse is made against Blue Ridge gymnastics personnel, Blue Ridge gymnastics may immediately remove that individual from contact with any children in the program or suspend or change the assignment of that individual, as may be necessary, until the allegation has been investigated by the property authorities and or the club.

“Whistleblower” protection

Regardless of outcome, Blue Ridge gymnastics will support the complainant and his and her right to express concerns in good faith. Blue Ridge gymnastics will not encourage, allow or tolerate attempts from any individual to retaliate, punish, Revised 08-01-16

allow or in any way intimidate any individual who reports a concern in good faith. Such actions against a complainant will be considered grounds for disciplinary action.

Bad-faith allegations

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited and will be considered grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad faith report may also be subject to civil or criminal proceedings

A copy of this policy will be placed in the front desk reception area and posted on the Blue Ridge gymnastics website.