



## Safe Sport - Misconduct Prevention Policy & Procedures

As a youth-serving organization, the safety and well-being of children in our program is our top priority. We prohibit any form of misconduct and commit to promptly investigate any report of inappropriate behavior. We want to hear about problems and concerns, and we will act on them in a fair and consistent manner in accordance with our policies.

**In accordance with the law, we will report suspected abuse to the proper law enforcement agencies.**

Paramount Gymnastics is committed to creating a safe and positive environment for all athletes, coaches, staff, volunteers, and parents, as well as promoting an environment that is free of misconduct. This Policy serves to provide guidance regarding misconduct for all who interact with our gym. Paramount Gymnastics has "zero tolerance" for misconduct, including inappropriate behavior and sexual misconduct. All coaches, staff, and volunteers shall abide by and adhere to all Paramount Gymnastics policies.

### **Physical Misconduct Includes but is not Limited to:**

1. Any physical contact that intentionally causes bodily harm, including without limitation, forcing an athlete to train or compete when injured or requiring excessive exercise as a form of punishment.
2. Any physical contact that intentionally creates a threat of immediate bodily harm.
3. Giving alcohol or inappropriate drugs to a participant.
4. Any violation of applicable law.

### **Sexual Misconduct Includes but is not Limited to:**

1. Any form of sexual contact or inappropriate touching, unwanted physical contact, unwelcome advances or requests for sexual favors.
2. Any form of obscene gesturing, lewd remarks or indecent exposure.
3. Any violation of applicable law involving sexual misconduct or child abuse, or that is specifically designed to protect minors.

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/sexual abuse. Infrequent, non-intentional physical contact particularly that which arises out of error on the part of the gymnast or coach does not constitute physical/sexual misconduct.

### **Standards of Behavior**

To promote a safe environment for Paramount Gymnastics activities and events, and to reduce the likelihood of an abusive situation, coaches, staff, and volunteers must adhere to the following Standards of Behavior.

1. Children are to be supervised at all times.
2. Paramount Gymnastics personnel will never be alone with a child; two adults (one of whom may be a parent) are required to be present at all times.
3. Out-of-program contact with athletes, such as babysitting, tutoring and ride giving, is prohibited without express written consent of the management.
4. Providing special favors or privileges to individual athletes is prohibited.
5. Lap-sitting, tickling, wrestling, and other incidents of body contact that are inconsistent with the coach-athlete relationship are prohibited.
6. Electronic and social media communications with athletes must never be done on an individual/one-on-one basis.

I, \_\_\_\_\_, parent/guardian of athlete \_\_\_\_\_ confirm that I have received a copy of the Misconduct Prevention Policy and Procedure and do consent to have the coaching staff engage with my child, in any manner that is reasonably intended to coach, teach, or demonstrate a skill or to prevent or lessen injury. Should I have any concerns of misbehavior and/or misconduct I agree to report the incident to the gym's management as soon as possible.

Parent/Guardian Signature: \_\_\_\_\_ Date: \_\_\_\_\_



## RELEASE AND WAIVER OF LIABILITY

I, as the parent of the minor participant am satisfied with the conditions of the facilities and equipment. We fully understand and voluntarily accept that there are risks associated with the activity of gymnastics and/or Ninja classes. IN CONSIDERATION of permitting the students listed below to enroll and participate in gymnastics and/or Ninja classes at Paramount Gymnastics in the Township of Hillsborough, County of Somerset, and State of New Jersey, the undersigned agrees, for himself/herself, his/her heirs, executors, administrators and assigns, and voluntarily releases, discharges and promise not to sue Paramount Gymnastics and/or Ninja Zone or any of its officers, agents, servants, or employees for any and all claims for personal injury, property damage, or wrongful death occurring to himself/herself arising out of engaging (or receiving instruction) in said activity incidental hereto wherever or however it may occur and for whatever period the activities or instruction may continue.

I UNDERSTAND I AM ASSUMING ALL RISKS INHERENT IN GYMNASTICS AND/OR NINJA CLASSES WHETHER KNOWN OR UNKNOWN, AND THAT BY SIGNING THIS DOCUMENT I AM GIVING UP MY RIGHT TO SUE PARAMOUNT GYMNASTICS OR NINJA ZONE.

I VOLUNTARILY SIGN MY NAME EVIDENCING MY ACCEPTANCE OF THE ABOVE PROVISIONS AND FURTHER AGREE THAT NO ORAL REPRESENTATIVES, STATEMENTS, OR INDUCEMENT APART FROM THIS AGREEMENT HAVE BEEN MADE. I HAVE READ THIS DOCUMENT. I UNDERSTAND IT IS A RELEASE OF ALL CLAIMS.

### CONSENT TO PHOTOGRAPH/VIDEOTAPE

I hereby give permission for the Student(s) named below to be photographed/videotaped (with or without teammates in a picture) by Paramount Gymnastics. I grant to Paramount Gymnastics the right to edit, use, and reuse said media for use in print, on the internet, and all other forms of media. I also hereby release Paramount Gymnastics and its agents and employees from all claims, demands, and liabilities whatsoever in connection with the above.

\_\_\_\_\_  
Parent/Guardian Name (Print)

\_\_\_\_\_  
Home Street Address

\_\_\_\_\_  
Home Telephone Number

\_\_\_\_\_  
City, State and Zip Code

\_\_\_\_\_  
Cell Phone Number

\_\_\_\_\_  
Email Address

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

Student #1 \_\_\_\_\_

Date of Birth \_\_\_\_\_

Student #2 \_\_\_\_\_

Date of Birth \_\_\_\_\_

**\* This form must be signed and returned to Paramount Gymnastics before any student is allowed to participate in any class or open workout \***