

Sanctions Guide

Sanctions are issued to seek to ensure that a complaint is not repeated, that those involved in the sport are protected and the integrity and reputation of the sport is protected and maintained.

Breach		Category	Minimum	Maximum	Comment
<p>Abuse of position of trust</p> <p>A relationship of trust can be described as one which one party is in a position of power and influence over another by virtue of their position.</p> <p>Young person (age 16/17 who despite reaching the age of consent for sexual activity are considered to be vulnerable to sexual abuse and exploitation, in defined circumstances.</p> <p>This includes sexual activity and relationships with adults who hold a position trust, responsibility or authority in relation to them and as a result have considerable amount of power and influence in their lives.</p>	Sexual exploitation	HR	Suspension retraining, probation	Expulsion	Possible criminal offence
	Sexual abuse	HR	Expulsion	Expulsion	Criminal Offence
	Sexting via social media and or text	HR	Suspension, retraining, probation	Expulsion	Could occur if a coach contacts children and young people directly texting via mobile phone, social media platforms, etc.
	Cause a child or young person to see or hear an indecent communication	HR	Suspension, retraining, probation	Expulsion	Could be caused by having children and young people as friends on public social media platforms. Consider the language used
	Cause a child or young person to look at a sexual image	HR	Suspension, retraining, probation	Expulsion	Could be caused by having children and young people as friends on public social media platforms.
	Allow, or engage in, any form of inappropriate touching	HR	Suspension, retraining, probation	Expulsion	Possible criminal offence
	Take a child or young person to your home where they will be alone with you	HR	Suspension retraining, probation	Expulsion	Consider extenuating circumstances
	Physical abuse	HR	Suspension	Expulsion	Criminal offence
	Indoctrinate children and young people with attitudes	HR	Suspension	Expulsion	Radicalisation criminal offence?

	to drugs, cheating or social, political and religious views		retraining, probation		
Grooming Practices which are regularly used by individuals who sexually abuse children and young people, to 'groom' their victim	Have special secrets	HR	Suspension retraining, probation	Expulsion	
	Extend relationship from gym to socialising	HR	Suspension retraining, probation	Expulsion	
	Have unnecessary physical contact with children	HR	Suspension retraining, probation	Expulsion	Excessive handling/supporting, cuddling, kissing, 'friendly taps'
	Befriend children and young people on social media platforms	HR	Suspension retraining, probation	Expulsion	
	Alienate children or young people from their peers	HR	Suspension retraining, probation	Expulsion	
	Engineer one-to-one situations to develop 'special friendship'	HR	Suspension retraining, probation	Expulsion	
Abuse Emotional Ill treatment of a child or young person, resulting in severe and persistent adverse effects on emotional development and mental wellbeing	Cause a child or young person to lose self-esteem by embarrassing humiliating or undermining them	MR-HR	Reprimand, probation and further training, suspension	Expulsion	Controlling behaviour by the coach, can include alienate children or young people from their peers. Displayed over a period of time, this could have a devastating effect on a child and or young person's mental wellbeing. Repeated offence would be regarded as serious poor practice resulting in suspension or expulsion

	Reducing a child or young person to tears as a form of control	MR-HR	Reprimand, probation and further training, suspension	Expulsion	Controlling behaviour by the coach, subjecting a child or young person to constant criticism, name calling, sarcasm or bullying. Displayed over a period of time, this could have a devastating effect on a child or young person's health and mental wellbeing. Repeated offence would be regarded as serious poor practice resulting in suspension or expulsion
Abuse Physical Occurs when someone causes deliberate or negligent physical harm or injury to a child or young person	Forcing a child or young person into training or competition that exceeds the capacity of his/her immature or growing body	MR-HR	Reprimand, probation and further training, suspension	Expulsion	Controlling behaviour by the coach. Displayed over a period of time, this could have a devastating effect on a child or young person's health and mental wellbeing. Repeated offence would be serious poor practice resulting in suspension or expulsion
	Stretching a child or young person to the point of excessive pain or causing them to cry	MR-HR	Reprimand probation and further training	Suspension	Causing harm to a child or young person
	Ignoring accidents/injury. Forcing a child or young person to train or compete whilst injured.	MR-HR	Reprimand, probation and further training, suspension	Expulsion	Controlling behaviour by the coach. Displayed over a period of time, this could have a devastating effect on a child or young

					<p>person's health and mental wellbeing.</p> <p>Exposing children and young people to unnecessary risk of harm</p>
<p>Abuse Neglect</p> <p>Occurs when adults fail to meet a child's basic physical and/or psychological needs, and is likely to result in the serious impairment of the child's health and or development</p>	<p>Leaving children on their own without any form of supervision, in the gym environment.</p>	MR-HR	<p>Reprimand, probation and further training, suspension</p>	Expulsion	<p>Not ensuring children are safe, exposing them to unnecessary risk of harm</p>
	<p>Failure to intervene where a child's self-confidence and worth are challenged or undermined.</p>	MR-HR	<p>Reprimand, probation and further training, suspension</p>	Expulsion	<p>Not ensuring children are safe, health and exposing them to unnecessary risk of harm.</p> <p>This could have a devastating effect on a child or young person's health and mental wellbeing</p>
<p>Abuse Bullying</p> <p>Is intended to hurt someone either physically or emotionally. Bullying is never acceptable, and it should never be seen as a 'normal part of growing up' or 'just part of what happens' in gymnastics.</p>	<p>Coaching by fear and intimidation</p>	MR-HR	<p>Suspension, probation and further training</p>	Expulsion	<p>A coach who adopts a win at all cost's philosophy, using threats of non-selection and creating a culture of fear and intimidation.</p> <p>Controlling behaviour by the coach.</p> <p>Displayed over a period of time, this could have a devastating effect on a child or young person's health and mental wellbeing</p>
	<p>Pressure to perform, ridicule of performance, name calling, exposing children to</p>	MR-HR	<p>Suspension, probation and further training</p>	Expulsion	<p>Controlling behaviour by the coach.</p> <p>Displayed over a period of time, this could have a devastating</p>

	humiliating, taunting or aggressive behaviour or tone				effect on a child or young person's health and mental wellbeing
Substance Abuse Gymnastics is a high-risk sport. Substance abuse must be treated as serious due to the risk posed to children and young people	The use of illegal drugs	HR	Expulsion	Expulsion	Possible criminal offence
	Alcohol abuse where the side effects carry on into the working day and affect and or impair judgement	HR	Suspension, reprimand, Probation, further training	Expulsion	Would depend on the seriousness and first offence etc.
	Using solvents that can have a negative effect on the mind or body	HR	Suspension, probation and further training	Expulsion	Would depend on the seriousness and first offence etc.
	The use of over the counter drugs where the side effects can affect and or impair judgement	MR - HR	Written warning as to future conduct, probation, further training	Suspension	Would depend on the seriousness and first offence etc.
Poor coaching practice	Coaching on own	MR - HR	Written warning as to future conduct, probation	Expulsion	Would depend on the seriousness and first offence etc. Repeated offence would be serious poor practice resulting in suspension or expulsion
	Coaching out with your level of coaching qualification	MR - HR	Written warning as to future conduct, probation, additional training	Expulsion	Would depend on the seriousness and first offence etc. Repeated offence would be serious poor practice resulting in suspension or expulsion
	Touching a child or young person's inner thigh, groin area or buttocks during stretching exercises	MR - HR	Reprimand, probation, additional training	Expulsion	First offence/repeat offence would be regarded as serious poor practice resulting in suspension or expulsion
	A coach using their full body weight to push down on a child or young person during stretching exercises	MR - HR	Reprimand, Probation, additional training	Expulsion	First offence/repeat offence would be regarded as serious poor practice resulting in suspension or expulsion

	Contacting individual child or young person directly, either by text messaging or on social media platforms		Reprimand, Probation, further training	Expulsion	First offence/repeat offence would be regarded as serious poor practice resulting in suspension or expulsion
	Cause a child or young person to hear an inappropriate conversation		Written warning as to future conduct, probation, and further training	Suspension	Coaches having an argument and or using inappropriate language in front of children and young people
	Share a room alone with a child or young person		Reprimand, probation, and further training, Suspension	Expulsion	Mindful of exceptional circumstances.
Anti-doping violation			Suspension for two years	Expulsion	Bound by WADA rules
Reporting Concerns Parents have the right to expect that the coaches to which they entrust their children provide appropriate care and protection for them. All coaches and others working with children and young people have a duty to act promptly if they have a concern about a child or young person's wellbeing and to report these concerns	Ignoring and or failure to report concerns of poor practice, abuse, and breaches of the Code of Practice for Coaches and Officials	HR	Suspension, probation, and further training	Expulsion	Failure to act when you have witnessed or, have a concern that a child may be being abused, is not acceptable under any circumstances.

Examples of sanctions contained within the Conduct in Sport Code:

- **A caution** - this would be likely a sole disposal, perhaps in conjunction with the warning as to future conduct. The caution is effectively an admonishment; if there was a suitable situation in which it was appropriate not to impose any more significant form of sanction.
- **A warning as to future conduct** - this is typical of a disciplinary disposal, whereby the individual is on notice that their behaviour must not be repeated. This should be in writing to the individual, warning that if they repeat their behaviour, then it may be treated more seriously in such circumstances.
- **A reprimand** - this is a more serious and typically public rebuke, with the CISP marking its significant displeasure at the conduct admitted or found to be established.
- **A fine** - this can be judged based on whether it would be appropriate to impose a financial sanction on the individual or club in question.
- **Probation** - this would be in the form of monitoring and be relevant, and informed by, the risk assessment and sanction sought by the CISO.
- **Suspension for a period** - this would be informed by the risk assessment and sanction sought by the CISO, including all other relevant factors in the case, which would include past history of the member being sanctioned.
- Expulsion from the Scottish Gymnastics Association
- Any combination of the above.