

Welcome

I would like to welcome you to the Azarian Gymnastics Competitive Team for boys and girls. The team handbook and agreement has been put together to help you familiarize yourself with our rules and policies.

The gym opened November 1984 to provide boys and girls with an opportunity to receive the many benefits gymnastics has to offer. Our goal is to continually provide a high-quality training environment for all athletes participating in the artistic gymnastics program.

It is our first priority to create a strong and positive team spirit atmosphere. While gymnastics is an individual sport, it is also a team sport. At Azarian Gymnastics we promote this team concept. We feel wholeheartedly that this concept will not only lead to success in gymnastics but also in life. Gymnastics has many things to offer, perhaps more than any other sport, which is why it is often referred to as "The Basis of All Sports."

Now on team, your child will have the opportunity to travel to other states and compete with other gymnasts from all over the United States. He/she will also have the opportunity to qualify to the State, Regional or even some day, the Junior Olympic National Championships. He/she will be able to take part in all team functions from our spirit weeks, team parties and beach days to our team awards banquet.

Once again, welcome to Azarian Gymnastics and remember that our doors are always open to new input and ideas, and together with your help we can continue to grow and improve.

Sincerely,

Eduard Azarian
Owner, Azarian U.S. Gymnastics Training Center

Mission Statement

Developing child fitness through
the sport of gymnastics, where a child not only
builds strong a strong body but increases
SELF-ESTEEM and SELF-CONFIDENCE!

Philosophy

Gymnastics is the “Basis Of All Sports”
as well as the foundation of
Physical and Mental Fitness.

Meet the Coaches- Girls Team

Edmund O'Connor
Azarian Gymnastics Girls Team Head Coach
Currently Coaching Levels 4-10

Vanessa Gonzalez
Azarian Gymnastics Girls Team Coordinator
Currently coaching levels 3-10

Amanda Hensley
Azarian Gymnastics Girls Team Coach
Currently coaching levels 5-10

Stephen Rosanelli
Azarian Gymnastics Girls Team Coach
Currently coaching levels 4-10

Mia Ford
Azarian Gymnastics Girls Team Coach
Currently coaching levels pre-team and 3

Jennifer Sheehan
Azarian Gymnastics Girls Team Coach
Currently coaching levels 3-10

The Year at a Glance – not updated with COVID changes

January

- Spring Schedule Begins-- the Spring Schedule runs Jan- Summer Break
- Travel Meet- Boys and Girls teams

February

- Azarian Team Cup - This is the largest event the gym and team parents undertake. All team families are required to work this event.

March

- Optional Season Levels 6-10 State- Locations Vary

April/May

- Artistic Optional Season Ends – The end of the season for all boys & girls level 6-10. The culminating meet being Nationals.

May/ June

- Awards Banquet - All team gymnasts and families who participated in the previous season are invited. The team gymnasts receive plaques and special achievement awards for accomplishments throughout the season.
- Girls Optional and Boys Team Membership Fees Start
- Summer Schedule Begins-
- Beach/Pool/Picnic Party - All team gymnasts and their families are invited for fun in the sun!

August

- Girls Compulsory Season Starts – This is the start of the level 3-5 competition season
- Fall Schedule Begins

Sept/ Oct

- Girl's Meet – This is a girls meet hosted by Azarian Gymnastics. Girls team parents are required to help at this event.

November

- Compulsory Team State Championships and the end to the Compulsory Season

December

- Boys Artistic Season Starts –The start of the competition season for all team boys and the level 4-10.
- Girls Optional Season Starts – Levels 6-10 start competition season. Their season runs late December- May.
- . Boys meet hosted at Azarian Gymnastics- boys team parents and are required to work this event.

Azarian Gymnastic

Competitive Team Agreement

Rules & Policies

Please read and understand these rules and policies that have been put together to prepare both the parents and the gymnast of the responsibilities of becoming a member of our team program. These policies apply to all gymnasts and parents or guardians of competitive team members. It is the responsibility of the gymnast and parent to follow all rules and policies. This agreement is to be signed by the gymnast and the parents once it has been read, understood and discussed. **PLEASE RETURN THE LAST PAGE TO THE FRONT OFFICE BY July 15th.**

TEAM WORKOUT

- A. **Apparel:** A dress code plays an important part in attitude, development and overall performance. All of the gymnasts' apparel should be appropriate and of GOOD taste for all workouts and team functions. Gymnasts who are **NOT** outfitted properly **will not** be allowed to participate in that day's activities.
- **Male** gymnasts MUST wear shorts for all workouts. They must also wear a clean, properly fitted and **appropriate** T-shirt and white socks. Hair must be short enough to be out of the eyes, off the collar, and its natural color. Earrings are not permitted at any time.
 - **Female** gymnasts must wear a leotard. During cold weather they will be permitted to wear leg warmers or leggings and/ or long stretch shirts. Hair must be securely pulled back away from face and off of the neck. Jewelry is not permitted and should not be brought to the gym. Hair must always be put up out of their face and not below their shoulders.
- B. **Workouts:** Gymnasts must be present at all scheduled workouts and are expected to be on time. If for any reason the gymnasts will miss or be late please email the coaches. Any continued absences or tardiness will result in a **parent meeting and possibly the** gymnast being released from the program. If a gymnast falls below a 90% attendance rate they **may be removed from team at the coach's discretion.** This is the equivalent to missing one day a month. Exceptions in exceeding circumstances.
- **Homework:** We fully support and encourage academic excellence and under no circumstance do we wish a gymnast to neglect their responsibilities to their schoolwork. We ask that the gymnast and their parents use their best judgment in deciding when homework should take priority over the day's workout. A gymnast who has so much

Commented [KK1]: Is it 90% in one month, one quarter, over the course of a year? I would say if they fall below 90% in one quarter, a meeting will be set up with the parents to discuss absences and meeting will be documented (incident report form). Failure to improve attendance may result in an athlete being removed from team at the coach's recommendation and upper management's approval. You don't want to give all of that power to ONE coach. There has to be some oversight of that process to determine fairness.

Commented [SW2]: This statement is conflicting with the homework example. This statement doesn't allow for illness or other extenuating school projects, such as winter exams. This statement forces the athlete to make decisions between their health and gymnastics or health and school. Once again, there should be language here that will encourage parents to set meetings with the coaches related to how illness, injury, and extended school issues will impact gymnastics.

homework and cannot complete it before and/or after practice should stay home. This will allow them to concentrate on their homework at home and be able to fully concentrate on gym once it is done.

- Absences whether excused or not may affect their continued advancement in the sport. "They can't get better if they are not here to get better."
- [We encourage all parents to keep coaches updated on the potential for any missed practices.](#)

C. **Attitude:** Gymnasts and coaches will be expected at all times to maintain a consistent positive attitude during workouts and competitive situations. We develop gymnasts to be motivated and disciplined toward becoming the best athlete and gymnast that he/she can be. If a gymnast is struggling to show a positive attitude [or having difficulty with their teammates](#), coaches are trained in Azarian policy on how to support these athletes. [A parent meeting might be scheduled if the problem persists.](#)

D. **Respect:** All team members MUST show the proper respect towards ALL staff members of Azarian Gymnastics. This includes all class & preschool coaches as well as any substitute team coaches. A lack of respect will not be tolerated. Coaches are also expected to show respect toward athletes and parents. If a gymnast is struggling to show respect to staff, staff are trained in Azarian policy on how to respond appropriately.

E. **Clean up:** All team members will be assigned responsibilities in the care and maintenance of the gym prior to leaving the gym each day. We truly feel that those who share in the responsibilities of maintaining the facility take special pride in their association with a nice-looking, well-organized gym.

F. **Private Lessons:** Private Lessons are not mandated by the gym or team. If you would like to schedule them you may at any time, through the coach of your choosing. At times private lessons will be recommended to help your child either attain a skill or work on their confidence. We do recommend private lessons in level 3 until they have their round-off back-handspring. The time constraints of workout make this skill particularly hard to teach while the girls are also learning the other floor skills and dance choreography for the first time.

G. **Make-up classes:** gymnasts are required to attend their assigned group hours. If the girls miss gym/team due to gym closure they can schedule a makeup. If they miss for personal [reasons](#), they will not be given a makeup class. Some exceptions to this rule will apply if there is room in another or we are trying them in a different group.

Commented [KK3]: If an athlete is having a hard time with positive attitude and respect, what is the process that you follow to work with the athlete? Most of the time when this happens, an athlete is feeling as though they are lacking connection with a coach. Best practice is to ask the coach to connect with the athlete privately by asking open ended questions and using I feel statements. For example, "I feel like your attitude today isn't as positive as it normally is. Can you tell me what's going through your head today?" Repeat what you heard and acknowledge their feelings. Then set expectations that they have control over. For example, "It sounds like you had a tough day at school and you're upset about a bad grade on a project. That must be really hard because I know you worked hard on that project. I'd like you to focus on your gymnastics instead of school and your bad grade but if you find that too hard, just hang out with me during practice today until you feel like you can do that. I'll teach you what I'm looking for when I coach and you can tell me what you see. When you're ready to jump back into the rotation, let me know." If this approach repeatedly fails, a meeting with parents may provide the coach with additional ideas to show connection to the athlete. An athlete should never be "kicked out" of practice or isolated from peers unless there is an imminent safety issue where athlete is physically acting out.

COMPETITION

- A. Appropriate Team Behavior: In ANY team function (competition, demonstration, banquet, picnic, etc.) it is required that all team members behave in the highest possible standards. It is important that they keep the following in mind.

“REMEMBER, you are not only representing yourself, but Azarian Gymnastics and the sport itself”

- Mandatory Competitions: It will be mandatory for all eligible gymnasts to compete during the season at ALL scheduled meets unless injured or unprepared due to missed practices. The Compulsory Competition Calendar is released in late July with all the competition weekends. Actual times are not given until about two weeks prior to the meet.
- Gymnasts are only required to attend their session at each competition. We do not recommend watching sessions prior to theirs. However, if the girls want to stay after and support teammates in a later session, it is encouraged.

Commented [KK4]: Or unprepared due to missed practices?

- B. Qualification: For safety reasons, the Azarian coaching staff will always have the final say as to whether or not a gymnast competes in any meet, regardless of any qualifying scores that may have been previously met or eligibility for the competition. Also, the staff will always have full authority to scratch a gymnast BEFORE or DURING a competition if deemed it necessary. These decisions are always made with athlete safety as our guiding principle and are never made for retaliation purposes. Gymnastics can be dangerous if an athlete is not fully prepared or is experiencing a fear that may result in a dangerous situation. We will be sure to communicate with the you our reason for scratching your athlete. Any such decisions will be communicated clearly to the parent.

Commented [SW5]: Is there a policy where the parent and athlete is told why the athlete will be scratched? This is often the source of the beginning of emotional abuse, where the power and control completely lies with the coach without explanation or process.

- C. Competition Definition: This is our definition of competition. *“Performing routines that have been PERFECTED in practice.”* They should be able to be executed safely, and with good form and technique.

- Spotting: We have 2 definitions of SPOTTING: spotting for safety in case of a fall; spotting (*or assisting*) as a training tool while learning a new skill. The latter (Ⓜ) is not part of a competitive routine (*with the exception of boys level 5 R & HB*). While we may use spotting during a routine as a training tool, this is only for workouts and NOT competitions. If they cannot perform their skills without assistance they may “scratch” that event.

- D. Uniform: Gymnasts are expected to purchase team uniforms and must wear them to all competitions, demonstrations, and gym related activities requiring them. See the appendix for specific items and approximate costs.

- Competition hair: The girls are expected and required to have their hair up and out of their face for all meets. Hair must be tight and

have not loose ends, please use hairspray or gel to ensure that it doesn't get loose or fall out.

- E. Transportation: Parents are responsible for their gymnast's transportation to and from all competitions and functions unless otherwise arranged. Gymnasts should arrive at a competition **30 minutes** before their scheduled warm-up time.
- F. Week Prior to Meet: All gymnasts competing are required to attend all workouts scheduled the week prior to a meet to ensure that they are prepared to compete in a safe manner. If they miss, they may not compete. Also, please always plan to have a run through the day before competition. All travel arrangements should be made through the parent after the times and dates of the completion are released.
- G. Awards: Gymnasts are required to remain seated on the competition floor with their team until the meet is over (*after awards*). All gymnasts **MUST** be in full team sweats to receive awards.

PARENT EXPECTATIONS

- A. Parent Conduct: While we hope that everything will always run smoothly and everyone will always be happy, we understand that questions or concerns may arise from time to time. It is important that parents understand the proper venue and chain of command for voicing these concerns. You should first contact your coaches via email. Should you feel the issue needs further addressing notify the Head Team Coach and then finally the Owner. Under no circumstances should these concerns be voiced in the lobby or viewing area with other parents. It's important that we all maintain an appropriate attitude and behavior in these situations.
- B. Viewing: For safety reasons, parents, as well as non-participating siblings, are not encouraged to view their child's practices on a daily basis. It is the staff's recommendation, from years of experience, that parents limit this time to the first 15 minutes and the last daily. You are also encouraged to come in twice a month to watch a workout and see your child's progress.
- B. Gymnasts tend to focus better if they don't feel that they are being watched. In no way does this recommendation prevent you from watching all hours of each practice if you feel that this is necessary.

[It should be noted that club management may ask a parent to leave if there is a disruption to the athletes. This will be communicated to you as to the reasons why and documented.](#)

Commented [KK6]: How should they contact them? Verbally/in person? Via email? Some parents may not feel comfortable having a conversation in public or in person and may feel more comfortable addressing via email or scheduling a time to meet privately via email. Can you include information on how to email the coach, head team coach and owner?

Commented [SW7]: Club has the right to remove if parent is causing a disruption.

- C. Coaching: To safeguard the relationship between the coach and gymnast, we ask that parent's refrain from coaching their children. Our coaches will assume the responsibility of the proper care and guidance of your child upon his/her entry into this program. Please keep in mind that we are professionals. We feel that our carefully selected and well-trained staff is equipped with the tools necessary to provide you and your child with the best possible program available. If a parent feels that the coach is not doing a proper job with their child, please notify the Head Team Coach, Edmund O'Connor as well as the owner, Eduard Azarian.
- D. Competition: During a meet, parents are not allowed to enter the competition area or approach a judge for any reason. This violates the sanction or the entire competition. Doing either of these can cause both your gymnast and our team to lose points or be disqualified from the competition. Should you have a question, concern, or simply need to ask your child something, please contact one of our staff first. Do not enter the competition area. Those who wish to video tape or take pictures must do so in the designated parent viewing areas.
- E. Travel: It is our team policy to ask that all minors travel with their parents or that they are entrusted to the care of an adult outside the coaching staff. In the case of camps where the parent may not travel with the minor, 2 coaches must travel and accompany the minor at all travel times to and from the camp.
- F. Parental Etiquette: Always speak kindly of other gymnasts and TEAMS so as to not offend others sitting nearby (*you never know who might be sitting right behind you*). Remember parents, that you are not only representing yourselves and your family but also **Azarian Gymnastics** whenever you are at a competition, team function, or event.
- G. Score Watching: Be careful of watching scores as a means of tracking a gymnast's improvement. The score is probably the LEAST accurate means of determining improvement for a gymnast as this process is totally subjective and may vary from judge to judge, session to session, or meet to meet.
- H. Trust: We are a family when it comes to our team and understanding that will help you to understand that the decisions we make regarding levels, grouping and coaching are always in the best interest of the team. We want your children to thrive not only in their gymnastics but also in life. This will mean that sometimes you will not understand why we put your daughter in a group or why we want her to go a certain level but we ask that you support us. We will happily meet with you and give you all the reasoning but without a united front your daughter will feel that they are always disappointing one if us and that is counterproductive in trying to build a confident and capable young adult.
- I. After-Practice/Competition Discussions with your Gymnast: The Positive Coaching Alliance developed some great resources for gymnastics parents

Commented [KK8]: I would just include contact information here.

Commented [KK9]: I LOVE THIS!

(<http://www.usagymparents.com/how-do-i-talk-to-my-child-after-a-meet-or-practice/>) to help you to have supportive conversations with your gymnast after practice or a competition. Some ideas are here:

- a. Remember that your child's gymnastics experience belongs to your child, not to you. Your job is to be supportive and show unconditional love.
- b. Avoid comparisons with other gymnasts. It is destructive to individuality.
- c. Look for successes beyond the scoreboard. Point out lessons learned that will help them thrive in life instead like being a supportive teammate, being strong enough to get back up after a fall or not giving up while learning a tough skill.
- d. Acknowledge your gymnast's feelings even if you don't feel the same way.
- e. Don't have a play-by-play on the way home from a meet or practice, instead ask, "What was your favorite part?," or "What did you learn from that practice?," or "What do you want to work on next time?"

J. Mandatory Volunteering: Azarian Gymnastics runs competitions!!! Azarian runs 2-3 a year. Your team obligation means that you are required to volunteer at two meets a year. The first meet of the season is the girls compulsory meet in either September or October. Then the boy's in-house competition in December. Azarian Team Cup is the final competition that is hosted per season. This meet is usually the second weekend in February. There are a number of ways that you can fulfill your team-required commitment.

- a. You can work the required sessions for two of the meets hosted that year. Typically it's 3 sessions and a set up or tear down.
- b. You can head a committee at ONE of the meets. This does require you to pick one meet and work the entire weekend. You are responsible for working directly with the meet host to fulfill the responsibilities of the committee.
- c. You can buy out. The yearly buy out is \$450. Individual meet buy out is \$225.

K. Team Commitment: Gymnasts and parents are asked to make a commitment each year. Team placement goes for one year and then ends. At the end of a year, gymnasts are invited back for the next year and must sign a new commitment at that time. The final page of this handbook must be signed and returned to the front office by February 1st for girl's compulsories and by June 1st for boys' team and optional girls.

L. Gymnasts will be advanced, moved back or dismissed from the team based on Gymnasts will be advanced, moved back or dismissed from the team based on Gymnasts will be advanced, moved back or dismissed from the team based on their ability to perform as outlined in the items in this team agreement and the Jr. Olympic Program.

Commented [KK10]: I would not capitalize this.

- M. Reporting Concerns: In the event that you have any concerns; coaching, athletes, etc... please be sure to put in writing your concern and present it to your coaches and the owners of Azarian Gymnastics. You may either email us albina@azariangymnastics.com and edazarian@gmail.com or write us letter if you wish to do it anonymously and place it in the office at your convenience. We take your concerns very seriously and are hopeful that if anything arises, we will be able to discuss and make appropriate changes. Should your concerns rise to the level of misconduct or abuse as described in the USA Gymnastics Safe Sport Policy, you should notify the club owner and also file a report using the “Who to Contact” table found at usagym.org/SafeSport.
- N. Dropping From the Program: In the event that you would like to withdraw from Azarian Gymnastics, we request and greatly appreciate a written notice submitted to the owner, Eduard Azarian and the Office Manager, Albina Azarian-Myers detailing your reason of departure. We are implementing this drop policy in order to understand everyone’s reasons for leaving Azarian Gymnastics and in order to have a mutual understanding and respect upon departure. We want to hear from you! We also understand if you do not feel comfortable doing this step. You certainly can drop without a written reason.

Commented [KK11]: Please list email addresses.

Commented [SW12]: This needs to be reworded to offer the parent an option to report the person free from retaliation and with confidentiality.

Commented [SW13]: The parent needs to be reassured that dropping from the program won't impact their ability to go to another program even if they don't give a reason. Often parents fear telling why they are leaving, because there has been so much fear instilled in the family. They often just want to go. They need to know that they are able to do this without future consequences.

FINANCIAL RESPONSIBILITIES

To ensure the financial security of the gym, and commitment to the program, Azarian Gymnastics has established a financial contract with the following terms:

- A. TUITION: Monthly team fees are due ON or BEFORE the **FIRST** (*in the office or postmarked*) of each month. Monthly tuition is non-refundable after the first (in case of drops, etc.). Tuition received after the first of the month will be billed a **\$10.00 late fee**. If you have a problem making a payment one month (*by the first*), let the owners know (*PRIOR to the first*) to waive the late fee. Monthly team dues cover coach’s fees, equipment costs and rental of the facility. Should a gymnast get injured, go on vacation, or wish to take some time off (*weeks or months*), the monthly dues **MUST** still be paid in order to remain on the team. **THIS INCLUDES SUMMER TIME**. The sibling discount for a second child on team is \$25.00. We will however adjust the hourly cost if injured based on the times they are able to be in the gym.
- B. Yearly TEAM MEMBERSHIP FEE: For the 2021 season the fee will be \$1700. The annual team membership fee covers: each of the fees listed below; all of the coaches’ expenses to all regularly scheduled meets throughout the year; coaches’ education (in helping to defray the costs of sending coaches to clinics and lectures); as well as upgrading equipment as needed. This fee is broken down into 6 monthly payments February 15th for the Girls Compulsory Team and June 15th

for the Boys and Girls Optional Teams. The Membership Fee is due on the 15th of each month. There is a \$25.00 late fee after the 15th, and a \$50.00 late fee after the 20th. Those entering the team program after these months will be responsible for the entire amount. This membership fee is non-refundable should a gymnast decide to leave the team program for any reason or is dismissed from the team by the staff. For example, a gymnast leaves the team (or is removed from the team) in mid August; all fees (Membership Fee, Tuition, etc.) paid up to that point are non-refundable. You may opt to pay the full amount at any point.

- a. REGISTRATION: Non-members of the gym who are entering into the team program will be charged a one-time Azarian Gymnastics registration fee of **\$35.00** upon entry into the program.
 - b. U.S.A.G. ATHLETE REGISTRATION: USA Gymnastics annual athlete registration fee is mandatory for all gymnasts in order to compete in any USA Gymnastics sanctioned competition.— Parents must register their athletes once a year on the USAG website
 - c. SO. CAL. ATHLETE REGISTRATION: Southern California annual athlete registration fee is mandatory for all gymnasts in order to compete.— This is included in your team membership.
 - d. INSURANCE: General Insurance is mandatory for all members of Azarian Gymnastics (*including team gymnasts with the competition number*) and is **\$25.00** per year.
- C. NON- COMPETITIVE TEAM MEMBERSHIP: This pertains to those who train with the team but do not compete in the years competitions. The non-competitive team membership fee is \$850 for the year. This will start in February like the regular team membership and will stop once the full amount is deducted based on your choice of payment options. If a new member joins team but is not ready to compete for that year their team membership will start once they begin training with the group. This is only in cases of injury that will prevent them from competing or if a child is moved to team as a level 3 but then is unable to attain the needed skills to compete.
- D. ADDITIONAL EXPLANATION: The Yearly Team Membership Fee should be looked at just like other membership fees someone might pay to be a part of, for example a country club, health club, golf club, etc. There are some direct fees and expenses that it covers; however, it is not a directly itemized total. Some of the fees that it does cover are:
- Azarian Gym Registration for non-members
 - USA Gymnastics Athlete Registration
 - USA Gymnastics Coaches Registration
 - So. Cal. Athlete Registration
 - So. Cal. Azarian USGTC Team Registrations (Girls, Boys)
 - Azarian USGTC Gym Insurance for all athletes Coaches Expenses to all regularly scheduled meets. This includes: transportation to and from the competition, airfare, car rental, food per diem, lodging, and their coaches fee.

- Coaches Education. We try to send each coach out once or twice a year to a clinic and their expenses would be: transportation to and from the clinic, airfare, car rental, food per diem, lodging, and their clinic registration fee.
- Upgrading or Repairing Equipment
- Miscellaneous Gym Expenses

E. ENTRY FEES: Entry fees are usually due 3 to 4 months prior to the competition. Entry fees, in most cases, are non-refundable. If a gymnast does not compete, for any reason, a refund of his entry fee will be given whenever possible, however, it is not guaranteed. Competition entry fees are NOT covered in membership and usually range from \$75-\$130 pre competition. We typically do 6-8 a year.

Commented [KK14]: Typo but not sure what should be here.

F. OTHER: Miscellaneous expenses may be incurred throughout the year in accordance with some optional and mandated activities attended by your child. Some of these activities might include: social activities, clinics, camps, conferences, and other related events. Parents will be notified (*in advance as much as possible*) of the various activities occurring throughout the year. The fees for most mandatory activities will be based on all team members participating and therefore MUST be paid by everyone. If for any reason, a gymnast is unable to attend an activity, he may still be required to pay the fee and may not be able to receive a refund.

G. Itemized Costs:

- Team Monthly Tuition:
- Team Membership: \$1700Yearly
- Uniform Leo \$300- ½ paid in June and balance paid in August
- Uniform Warm-Ups \$200- ½ paid in June and balance paid in August
- Uniform Backpack- \$125 can be purchased anytime
- Meet Entries- \$75-\$130 each to be paid beginning in July for the September-November Season and beginning in October for the Optional Season
- Addition misc. workout equipment, i.e. thera-bands, grips, tape, leos etc.

SAFE SPORT AND ATHLETE WELLNESS

“This Safe Sport Policy is the foundation for rules, policies and responsibilities regarding athlete safety and well-being and the prevention of abuse. The policy requires mandatory reporting; defines misconduct; creates standards that set boundaries between professional and athlete members; establishes a structure for investigation of complaints and their underlying circumstances; and promotes greater accountability and compliance. It also encompasses the requirements of the Center’s SafeSport Code for the U.S. Olympic and Paralympic Movement and the federal law, Protecting Young Victims and Safe Sport Authorization Act of 2017.”

We as a club we adhere to the USAG guidelines of Safe Sport Policies and Procedures and we take the safety and [well-being](#) of your athlete very seriously. Please note that as a club, as parents and as coaches, we all have the responsibility to report any and all types of misconduct. Physical, Mental and Emotional misconduct must be reported to USA Gymnastics. All sexual misconduct must be reported to the U.S. Center for SafeSport.

USA Gymnastics Reporting Portal

<https://usagym.org/pages/education/safesport/policy.html>

Parent Training Course in regards to SafeSport:

https://usagym.org/pages/education/safesport/pdfs/center_parenttraining.pdf

U.S. Center for SafeSport Reporting Portal

<https://uscenterforsafesport.org/report-a-concern/>

Also, please note the page for USA Gymnastics SafeSport where you can find the current Safe Sport Policy, all FAQ’s, Who to Contact, parent training and very help information regarding athlete safety:

<https://usagym.org/pages/education/safesport/>

We encourage all parents to watch the following webinars to better understanding appropriate boundaries and emotional abuse in coaching. You can find the links to those webinars below:

<https://www.youtube.com/watch?v=qrYb4lmx0kM&feature=youtu.be>

https://www.youtube.com/watch?v=k_NOHqIsEsY&feature=youtu.be

Commented [SW15]: Need the Center for SafeSport info in here

PARENT VOLUNTEERS

Azarian Gymnastics will be rostering Parent Volunteers to be in the gym in an observatory role. A parent volunteer will be in the gym during all times of practice. These parent volunteers are required to become a USAG Instructor member and to take the Safe Sport Training and Policies course as well as successfully pass a background check. We also ask that all parent volunteers watch at least one of these 3 videos to provide further education on understanding the definition of misconduct abuse as defined by the Safe Sport policy and how to report it.

- i. Tough Coaching vs. Emotional Abuse: Knowing When the Line has Been Crossed
- ii. Creating Healthy Boundaries with Athletes
- iii. Double-Goal Coach: Coaching for Winning and Life Lessons

Once this step is completed, we will begin scheduling a parent as a volunteer.

Please see the description of our Parent Volunteer position:

Parent Volunteers will be required to attend team training in an observatory role. The main responsibility of these volunteers is to act as an advocate for the athletes present in the gym. Their duty of care is to the gymnasts. They will be required to report any concerns regarding athlete safety or wellness directly to the Safety Champion at the gym and to the gym owners. Please know that no action will be taken against the parent volunteer that is reporting. This will be retaliation free. Parent volunteers must also file a Safe Sport report if they witness any misconduct or abuse as defined by the Safe Sport policy.

All reports will be taken seriously and any Parent Volunteer who makes such a report can be assured those reports will be kept confidential.

Commented [SW16]: There should be a statement in here related to reporting free of retaliation.

SAFETY CHAMPION

Azarian Gymnastics has a Safety Champion in place. The name of the Safety Champion is posted in the coaches lounge and may change from time to time. Please take note of the Safety Champions Responsibilities:

1. Supporting a culture of safety within the club
2. Presenting safety messages from USA Gymnastics to club staff, parents, and athletes
3. Promoting USA Gymnastics safety initiatives and training throughout the club and disseminate materials related to safety as necessary
4. Communicating USA Gymnastics safety policies and enforcement procedures to staff, parents, and athletes for the purpose of ensuring their understanding of such information
5. Communicating to USA Gymnastics Safe Sport Education on needed safety topics for

both the club members and larger gymnastics community

