



ACC25 SAFEGUARDING & INCLUSION GUIDELINES

May 2025

ACKNOWLEDGEMENT

The Australian Calisthenics Federation respectfully acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters and culture.

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1. INTRODUCTION

The Australian Calisthenics Federation (ACF) is committed to fostering a competition environment that champions inclusivity, accessibility, and fairness. As we prepare for AusCaliCarnivale 2025 (ACC25), we recognize the evolving needs of our calisthenics community and the importance of ensuring that every participant—competitors, coaches, adjudicators, event organizers, and officials—feels empowered and supported.

The ACC25 Safeguarding & Inclusion Guidelines have been developed to provide clear, structured protocols that uphold these values. Our goal is to create a competition environment that not only meets national integrity standards but also reflects our commitment to diversity and equitable participation. These guidelines outline key considerations for participation to ensure that AusCaliCarnivale 2025 is a welcoming and accessible experience for all.

By implementing these guidelines, we reaffirm ACF's dedication to providing a safe, supportive, and inclusive environment where every individual—regardless of background, ability, or identity—can participate with confidence. These measures are designed to protect and empower all stakeholders, ensuring fair competition, equitable access, and a culture of respect and integrity. Through our commitment to comprehensive safeguarding, we strive to uphold the highest standards of safety, inclusivity, and wellbeing, creating a calisthenics community that is progressive, welcoming, and representative of our shared values.

These guidelines are to be read in conjunction with the [ACF National Integrity Framework \(NIF\)](#). In the event of any discrepancies between this policy and the ACF NIF policies, the provisions outlined in the ACF NIF policies shall take precedence and must be followed.

CALISTHENICS WITH INTEGRITY

Protection for our community & our future

1.1. SCOPE

These guidelines apply to all individuals and organisations bound by the ACF National Integrity Framework and participating in the AusCaliCarnivale 2025, including;

- Participants
- Coaches / Coaching Staff
- State & Team Management
- Volunteers
- ACC 25 Competition Organisers & Personnel
- Stage Managers
- Adjudicators
- Australian Calisthenics Federation – including Staff & Personnel
- Member State Organisations – including Staff & Personnel
- Club Organisations – including Staff & Personnel
- Any other individual who has agreed to be bound by the National Integrity Framework and / or the Relevant Policies.

2. COMMITMENT TO CULTURAL RESPECT

The ACF acknowledges and respects the continuing connection First Nations Peoples have to land, waters and culture. As part of our commitment to inclusivity and reconciliation, AusCaliCarnivale 2025 will incorporate formal Acknowledgements of Country to honour the Traditional Owners of the lands on which our events take place.

2.1. ACKNOWLEDGEMENT OF COUNTRY AT ACC25

- 2.1.1. All major sections of ACC25, including opening ceremonies and sessions, will begin with an Acknowledgement of Country, recognizing the Kurna people, the Traditional Owners of the areas where Paradise and Royalty theatres are situated, and their continued custodianship.
- 2.1.2. Where possible, ACC25 will seek to engage Traditional Owners to deliver a Welcome to Country in person.
- 2.1.3. All who participate in ACC25 are encouraged to [learn about the Kurna people](#), supporting deeper awareness and understanding.

3. INTEGRITY & SAFEGUARDING REQUIREMENTS

To uphold the highest standards of integrity, safeguarding, and respect, the ACF has worked closely with Sport Integrity Australia (SIA) to establish clear protocols for participation, media usage, and privacy at AusCaliCarnivale 2025 & beyond. These measures ensure that all competitors, coaches, officials, and stakeholders are informed, protected, and aligned with ACF's commitment to inclusivity and ethical governance.

This section outlines MANDATORY requirements from participants, including acknowledging the National Integrity Framework, responsible media practices, and safeguarding considerations related to photography, livestreaming, and public recognition. By implementing these policies, ACF fosters a competition environment that is transparent, fair, and respectful of all individuals involved.

3.1. NIF & MEDIA ACKNOWLEDGEMENTS

3.1.1. NATIONAL INTEGRITY FRAMEWORK ACKNOWLEDGEMENT

All participants (or their caregivers, if under 18) are required to complete a NIF Acknowledgement. This ensures all participants understand and agree to the integrity expectations that apply to them. This process will also form part of our National Database rollout in 2026.

3.1.2. MEDIA ACKNOWLEDGEMENTS

All participants (or their caregivers, if under 18) are also required to acknowledge how, where, and by whom their images or footage may be used. This includes livestreams, photography, and printed materials. These acknowledgements aim to ensure everyone is fully informed and can provide appropriate consent. The process is recommended for adoption by states, clubs, and competition convenors.

3.1.2.1. *Livestreaming*

The livestreaming acknowledgement applies specifically to solo and duo competitors, where individuals are more easily identifiable. Due to the group nature of team routines, individual opt-outs from team livestreaming are not possible. This approach ensures a respectful and equitable experience for all participants involved in team events.

3.1.2.2. Competitor Names – Online & In Programs

Participants (or their guardians, if under 18) will be asked to consent to how their names appear - full names in printed programs, and first name with surname initial for livestreamed announcements, results and social media announcements. This change respects both tradition and privacy.

3.1.2.3. Social Media Announcements

To honour the dedication behind every performance, ACF will celebrate place-getters in the Solo, Duo, and Graceful sections via official social media. Posts will feature a photo, first name, surname initial, state, and coach's name. We believe this is a respectful and balanced approach that recognises achievement while maintaining privacy and consent.

3.1.3. WHO IS REQUIRED TO COMPLETE THE NIF & SOCIAL MEDIA ACKNOWLEDGEMENTS FORM?

The NIF & Media Acknowledgements have been collated into one form - the [ACC25 NIF & Media Acknowledgement Form](#). All individuals involved in ACC25 in an official or performing capacity are required to complete this form including:

- Coaches (Team and Solo)
- Competitors (or parents/guardians)
- Cadets & Assistant Coaches
- Adjudicators & Writers
- Competition Officials
- Team Managers & State Officials
- Chaperones & Backstage Support
- Volunteers
- Contractors

3.2. SIA SAFEGUARDING CHILDREN & YOUNG PEOPLE IN SPORT INDUCTION COURSE (MANDATORY)

There is a mandatory requirement for people working with children and young people at ACC25 to complete the Safeguarding Induction Course. This supports the NIF education requirements and helps us build a culture of child safety and respect at every level of our sport.

3.2.1 WHO IS REQUIRED TO COMPLETE THE SIA COURSE?

- Coaches (Team and Solo)
- Cadets & Assistant Coaches
- Adjudicators & Writers
- Competition Officials
- Team Managers & State Officials
- Chaperones & Backstage Support/Volunteers

4. INCLUSIVE LANGUAGE GUIDELINES

Effective communication is essential in creating a welcoming, equitable, and respectful environment at ACC25. The ACF is committed to ensuring that all participants—whether in verbal or written communication—use inclusive language that upholds respect, fairness, and accurate representation for all individuals. These standards help foster a culture of belonging, dignity, and empowerment, ensuring that every member of the calisthenics community feels valued and supported.

Key Principles of Inclusive Language include:

4.1. RESPECTFUL TERMINOLOGY

- 4.1.1. Use language that acknowledges diverse identities, backgrounds, and experiences.
- 4.1.2. Avoid assumptions about gender, cultural heritage, or ability—ask individuals their preferences when appropriate.

4.2. GENDER-NEUTRAL LANGUAGE

- 4.2.1. Use gender-neutral terms at all times (e.g., "performers" instead of "girls").
- 4.2.2. Use inclusive pronouns (they / them / theirs) and refer to individuals by their stated preferences.

4.3. AVOIDING STEREOTYPES

- 4.3.1. Refrain from language that reinforces biases or assumptions about groups or individuals.
- 4.3.2. Recognize the contributions and capabilities of all participants without generalizations.

4.4. INCLUSIVE DIALOGUE

- 4.4.1. Promote respectful conversations where all voices feel heard and valued.
- 4.4.2. Call out exclusionary language and encourage positive, constructive discussions.

5. DRESSING ROOMS & CHANGING FACILITIES

Privacy, safety, and accessibility in dressing rooms are essential aspects of ACC25, ensuring all participants can prepare and transition between performances in a secure, respectful, and inclusive environment. These guidelines establish clear protocols, designated change areas, and safeguarding measures to protect competitors while fostering a space that upholds dignity, fairness, and equitable access for all.

5.1. SUPERVISION & PRIVACY

- 5.1.1. Children/Young People must be supervised in any change room that is in official use by a Relevant Organisation, whilst ensuring their right to privacy.
- 5.1.2. A Person in a Position of Authority must not:
 - i. shower or change at the same time as supervising groups of Children/Young People;
 - ii. be alone with a Child/Young Person in a change room; or
 - iii. Relevant Persons must not use any camera or other recording device in a change room.
- 5.1.3. Persons in a Position of Authority must ensure adequate supervision in change rooms when they are used, providing the level of supervision required for preventing abuse by members of the public, Adult users, or general misbehaviour, while also respecting a Child/Young Person's privacy.

5.2. DESIGNATED CHANGE AREAS

Competition organisers are responsible for dividing dressing rooms into clearly designated zones, including:

- 5.2.4. Private changing areas for costume changes.
- 5.2.5. General preparation areas for hair, makeup, and warm-ups.
- 5.2.6. Cultural accommodations, including private changing options for individuals who observe modesty requirements.
- 5.2.7. Accessible changing spaces, ensuring mobility-friendly pathways, sensory accommodations, and seating options.

Coaches and team managers are responsible for ensuring dressing room environments are safe, respectful and inclusive, including:

- 5.2.8. Ensuring only designated Coaching staff and Team Management enter the dressing room space, and all hold relevant Working with Vulnerable People (WWVP) certification as required under state/territory laws and have undergone ACF NIF education as required.
- 5.2.9. Ensuring competitors follow dressing room etiquette, including respectful interactions and adherence to designated zones.
- 5.2.10. Supporting competitors' privacy needs, ensuring that all individuals feel comfortable and respected during costume changes.
- 5.2.11. Guiding competitors on appropriate use of designated areas, including private changing spaces, preparation zones, and accessible facilities.
- 5.2.12. Enforce that all competitors remain appropriately covered in open dressing room areas, maintaining professionalism, safeguarding standards, and respect for all participants.
- 5.2.13. Upholding gender-inclusive practices, ensuring all competitors—regardless of gender identity—have access to appropriate changing areas.
- 5.2.14. Communicating any additional accommodation requests (e.g., cultural-specific privacy needs) to competition organisers in advance.
- 5.2.15. Encouraging minimal disruption in shared spaces, including keeping noise levels controlled to maintain a focused and calm environment.
- 5.2.16. Supervising team interactions, ensuring a safe and supportive atmosphere.
- 5.2.17. Ensuring underage competitors have adequate supervision, aligning with safeguarding policies and parental consent requirements.
- 5.2.18. Monitoring dressing room conduct, ensuring competitors treat each other with respect and comply with competition regulations.

5.3. SIDE-STAGE COSTUME CHANGES

Competition organisers are responsible for:

- 5.3.1. Applying clearly designated change zones, if feasible, within the side-stage area.
- 5.3.2. Making pop-up partitions available upon request, ensuring privacy during costume changes.
- 5.3.3. Ensuring mixed-gender tech crew respect designated quick-change spaces, avoiding entry unless necessary for production needs.
- 5.3.4. Providing guidance to coaches and team managers on requesting side-stage partitions and communicating their team's needs effectively.

Coaches and team managers are responsible for:

- 5.3.5. Informing competition organisers of the necessity for side-stage quick changes, including:
 - i. Age-group details
 - ii. Section details
 - iii. Item information to ensure appropriate arrangements.
- 5.3.6. Minimizing the number of quick-changes to maintain smooth competition flow.
- 5.3.7. Ensuring safe practices for competitors undergoing a quick change, including:
 - i. Providing adequate supervision and privacy
 - ii. Requesting partitions in advance
- 5.3.8. Practicing the quick change in advance to ensure:
 - i. Competitors can perform changes smoothly and safely
 - ii. No risk of exposure or discomfort
 - iii. Support personnel understand their roles
- 5.3.9. Ensuring performers wear base layers, such as dance tights or undergarments, to minimize exposure during quick changes.

5.4. ACCESSIBILITY CONSIDERATIONS

Competition organisers are responsible for:

- 5.4.1. Providing step-free access or portable ramps are available for mobility-impaired competitors.
- 5.4.2. Ensuring quiet spaces and sensory-friendly areas are offered upon request for neurodivergent competitors.
- 5.4.3. Creating transparent channels for reporting concerns, ensuring participants can access inclusion support during events.

Coaches and team managers are responsible for:

- 5.4.4. Proactively identify competitors' accessibility needs and communicate requirements to competition organisers well in advance.
- 5.4.5. Ensure all competitors have equal access to competition facilities, including dressing rooms, stage areas, and warm-up spaces.
- 5.4.6. Support competitors with neurodiverse or sensory needs, ensuring they are aware of quiet zones, sensory-friendly spaces, or adaptive tools available.
- 5.4.7. Advocate for necessary adjustments, such as seating accommodations, accessible pathways, or additional assistance for mobility-impaired competitors.
- 5.4.8. Encourage respectful peer interactions, ensuring that competitors understand and support accessibility needs within their teams.
- 5.4.9. Train support personnel, ensuring that designated helpers understand accessibility considerations and best practices.
- 5.4.10. Minimize noise levels in shared spaces, such as dressing rooms and warm-up areas, ensuring a calm, focused environment for competitors.
- 5.4.11. Ensure respectful volume levels when playing music, keeping noise considerate of all competitors and shared spaces.

5.4.12. Encourage competitors to use soft voices, especially in enclosed preparation areas.

5.4.13. Be mindful of noise-sensitive individuals and create adjustments as needed.

6. PHOTOGRAPHY & RECORDING RESTRICTIONS

6.1.1. Cameras or any other recording devices must not be used in dressing rooms.

6.1.2. No photography or any other recording may be taken of any performances or presentations.

Only official ACF-appointed photographers are permitted to take photos during performances and presentation ceremonies. This aligns with our performance photography protocols and helps to create a safe, respectful environment for competitors while preserving the special tradition of presentations. This policy applies to all audience members and back-stage personnel, including parents, coaches, team managers, and supporters.

Any person found violating this restriction will receive a formal verbal warning and be required to delete the photos or recordings immediately. A repeat violation will result in removal from the competition venue. Further disciplinary action, in accordance with ACF's National Integrity Framework (NIF) policies, may follow. This could include additional warnings, suspension from future events, or other sanctions as deemed necessary by ACF.

7. SOCIAL MEDIA GUIDELINES

7.1. PHOTO & VIDEO SHARING PROTOCOLS

7.1.1. Parents/guardians or other parties must not post photos or videos featuring participants under 18 without express consent from their parents/guardians.

7.1.2. Any images featuring multiple participants under 18 must not be shared without the explicit consent of relevant guardians. This applies to parents, guardians, supporters, and all individuals posting images, ensuring the privacy and safeguarding of underage participants.

7.1.3. Livestreams & Public Footage: Any officially sanctioned livestreaming or video content must adhere to ACF's safeguarding and privacy policies.

7.2. SOCIAL MEDIA CONDUCT STANDARDS

7.2.1. Any post made by ACC25 participants in any capacity, including but not limited to ACF officials, volunteers, participants, coaching staff, team officials, or parents/guardians, must follow these principles:

- i. Respect: Content must not insult, harass, or demean individuals or groups based on race, religion, gender, age, sexual orientation, or disability.
- ii. Relevance: Contributions must be aligned with the topics discussed.
- iii. Integrity: Posts must be truthful, non-defamatory, and consistent with ACF's values.
- iv. Privacy: Users must avoid sharing personal information, including addresses, phone numbers, email addresses, or ages—of themselves or others.

7.2.2. Prohibited Content

- i. Offensive, discriminatory, or defamatory remarks.
- ii. Spam, irrelevant links, or promotional material.

- iii. Material inciting violence or hate speech.
- iv. Any content breaching ACF policies or Australian law.

7.2.3. Actions Against Violations

- i. Immediate removal of inappropriate content.
- ii. Notification to the poster with guidance on acceptable engagement.
- iii. Escalation of serious breaches to the ACF or relevant authority.

7.2.4. Recurrent Violations

- i. Persistent offenders may be blocked or banned from ACF platforms.
- ii. Severe breaches may result in disciplinary action or legal referral.

7.2.5. User Engagement Guidelines

Users engaging with ACF's platforms should:

- i. Represent their views respectfully.
- ii. Avoid impersonation or misrepresentation.
- iii. Participate in constructive dialogue that aligns with ACF's objectives.

8. BACK OF HOUSE GUIDELINES FOR NON-PARTICIPANT CHILDREN

The ACF recognizes the challenges of balancing competition commitments with caregiving responsibilities. While ACF encourages a family-friendly environment, safety remains the priority for all individuals within competition venues.

To ensure the well-being of children and the smooth operation of events, the following guidelines apply to mobile babies and children who are not competitors or participants at an event.

8.1. SIDE-STAGE RESTRICTIONS

- 8.1.1. Non-participant children, including mobile babies and young children, must not be present side-stage at ACF competitions unless under strict adult supervision.
- 8.1.2. This restriction is necessary to address occupational health and safety (OH&S) concerns, including hazards such as stage equipment, restricted visibility, movement of performers, and emergency protocols.
- 8.1.3. Any individual who chooses to bring a non-participant child side-stage assumes full responsibility for their safety, behavior, and impact on event proceedings.
- 8.1.4. Children must be supervised by a responsible adult at all times, ensuring they do not disrupt performances, obstruct event operations, or compromise OH&S standards.
- 8.1.5. ACF bears no liability for any incidents involving non-participant children in side-stage areas. The supervising adult assumes full accountability for any consequences arising from their presence.

8.2. DRESSING ROOM ETIQUETTE

- 8.2.1. Minimize disruptions – non-participant children must remain in designated dressing room / backstage areas to ensure a focused and organized space.
- 8.2.2. Respect shared spaces – Parents must be mindful of noise levels, team dynamics, and limited space, ensuring their child's presence does not interfere with competitor preparations or event flow.

- 8.2.3. Maintain a calm environment – Dressing rooms are designated for pre-event preparation, requiring a controlled atmosphere that allows competitors to focus without excessive distractions.
- 8.2.4. Supervision is essential – Children must be under the direct supervision of a responsible adult at all times, aligning with ACF's safeguarding policies to ensure a safe and respectful environment.

8.3.COMPLIANCE & ENFORCEMENT

- 8.3.1. Event organizers and officials retain the authority to request removal of any non-participant child from side-stage areas if supervision is inadequate or if their presence poses an OH&S concern.
- 8.3.2. Failure to comply with these guidelines may result in disciplinary action or restrictions on future event access for those responsible.

9. REPORTING PATHWAYS

Ensuring a safe, fair, and inclusive environment at ACC25 requires clear and accessible pathways for reporting breaches of inclusion and safeguarding guidelines. The ACF is committed to transparency, accountability, and swift action in addressing concerns related to participant wellbeing.

How to Report a Concern:

9.1. CONFIDENTIAL REPORTING

- 9.1.1. Reports can be made via the ACF in accordance with the [ACF NIF Complaints, Disputes & Discipline procedures](#). Email integrity@calisthenicsaustralia.com.au.

9.2. EVENT CONTACT POINTS

- 9.2.1. Designated safeguarding officers will be present throughout the event to address concerns and ensure participant safety. They will be clearly identifiable by official badges for easy recognition and assistance.
- 9.2.2. Safeguarding officers will be trained to identify and de-escalate issues appropriately.

9.3. POST-EVENT FEEDBACK & FOLLOW-UP

- 9.3.1. ACF will provide a post-event survey allowing participants to suggest improvements.
- 9.3.2. All reports will be reviewed with strict confidentiality and action-based resolutions.

9.4. COMMITMENT TO ACTION

Every concern raised will be acknowledged, investigated, and addressed in accordance with ACF's National Integrity Framework. No issue will be dismissed, and appropriate measures—including education, policy enforcement, and disciplinary actions—will be taken to uphold a culture of respect, safety, and inclusion.

AUTHORISATION

Kerry Sargent

Signature of ACF Chair/Company Secretary

Approved by ACF Board 30/5/2025

Australian Calisthenics Federation