



**Australian
Calisthenic
Federation**

ACF Inclusive Competition Policy

July 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) recognizes the importance of fostering fair, inclusive, and accessible competition environments that reflect the evolving needs of participants. As calisthenics continues to grow, it is essential to establish policies that protect and empower all stakeholders—including competitors, coaches, adjudicators, event organisers, and officials.

This policy forms part of the ACF National and Events Framework Guidelines, ensuring a consistent approach to equity, safeguarding, and accessibility across all ACF-sanctioned competitions. It is to be read in conjunction with the ACF National Integrity Framework (NCEF), the ACF Safeguarding Children and Young People Policy, and the ACF Member Protection Policy, reinforcing ACF's commitment to safe, ethical, and inclusive participation at all levels of competition.

1.1. PURPOSE

This policy exists to:

- 1.1.1. Promote equitable participation opportunities, ensuring all individuals—regardless of gender and gender identity, sexual orientation, socioeconomic status, language, race, ethnicity, culture, national origin, religious observance, age, and/or disability status—can engage in competitive calisthenics.
- 1.1.2. Provide clear expectations for competition organisers to guide them in implementing inclusive facilities, registration processes, and accommodations.
- 1.1.3. Define inclusive practices for coaches and team managers, ensuring they actively model accessibility and inclusion to create a safe, supportive, and equitable competition environment for their competitors and all participants.
- 1.1.4. Detail dressing room arrangements, prioritizing safety, privacy, and accessibility for all participants.
- 1.1.5. Ensure strategic alignment with the Elevate 28! Strategic Plan and the NCEF Standards & Guidelines, embedding inclusion within all competition structures.

1.2. POLICY

The ACF Competition Policy consists of six key sections:

- 1.2.1. Inclusive Competition Practices – Establishes principles for equitable participation, ensuring accessibility, gender inclusion, cultural sensitivity, and age-based accommodations.
- 1.2.2. Dressing Room Policy – Outlines supervision requirements, privacy protections, accessibility considerations, and appropriate conduct to ensure a safe environment for all competitors.
- 1.2.3. Education & Compliance – Reinforces mandatory inclusion training for all stakeholders, along with annual policy reviews, strategic alignment with the NCEF, and accountability measures through the ACF Diversity & Inclusion (DivInc) Committee.
- 1.2.4. Policy Compliance & Strategic Alignment – Establishes monitoring, evaluation, and enforcement protocols to maintain national standards and accountability across all competition levels.

1.3. SCOPE

This policy applies to all individuals involved in ACF-sanctioned competitions, including:

- 1.3.1. Relevant Organisations; and
- 1.3.2. Relevant Persons.

2. INCLUSIVE COMPETITION PRACTICES

2.1. EQUITABLE PARTICIPATION OPPORTUNITIES

ACF ensures that all individuals—regardless of gender identity, cultural background, age, ability, or socioeconomic status—can fully participate in competitions. Key commitments include:

- 2.1.1. Ensuring competition accessibility measures for all participants.
- 2.1.2. Recognizing and accommodating cultural diversity, ensuring competitors from various backgrounds have access to culturally respectful participation.
- 2.1.3. Upholding gender-inclusive policies, allowing all individuals, regardless of sex or gender identity, to participate in calisthenics competitions.

2.2. REGULATIONS FOR COMPETITION ORGANISERS

Competition organisers must ensure all aspects of event management align with ACF's inclusion principles by:

- 2.2.1. Complying with the ACF Rules & Regulations Inclusion rule (2.1) - to uphold fairness and transparency.
- 2.2.2. Providing inclusive facility, such as gender-neutral/unisex toilets, accessible dressing rooms, and step-free access.
- 2.2.3. Registration forms must include fields for:
 - Inclusive gender selections,
 - Chosen pronouns,
 - Chosen / preferred names,
 - Requests for disability-related accommodations,
 - Requests for side-stage partition needs for quick costume changes.
- 2.2.4. On-site accessibility services, including trained support staff and designated inclusion officers.

2.3. POLICY COMPLIANCE & STRATEGIC ALIGNMENT

In alignment with the ACF Safeguarding Children and Young People policy, competition organisers are responsible for ensuring they:

- 2.3.1. Comply with state or territory legislation regarding child protection, safety, and employment requirements.
 - Adopt and implement appropriate recruitment, screening, and training for all employees and volunteers working in child-related positions (refer ACF Safeguarding Children and Young People Policy Appendix 2: Recruitment, Screening, and Training Recommendations in Annexure C).
- 2.3.2. Create a culturally safe environment that respects and values the diverse identities and experiences of Aboriginal and/or Torres Strait Islander Children/Young People.
- 2.3.3. Ensure all staff, volunteers, officials, and contractors (including theatre crews) hold relevant Working with Vulnerable People (WWVP) certification as required under state/territory laws.
- 2.3.4. Integrate safeguarding policies into competition operations, aligning with the ACF National Integrity Framework and the ACF Safeguarding Children and Young People Policy.
- 2.3.5. Commit to ongoing ACF NIF education and compliance monitoring to uphold best practices in child protection, diversity, and accessibility.

3. FACILITIES & ACCESSIBILITY STANDARDS

3.1. SUPERVISION & PRIVACY

- 3.1.1. 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.
- 3.1.2. A Person in a Position of Authority must not:
 - shower or change at the same time as supervising groups of Children/Young People;
 - be alone with a Child/Young Person in a change room; or
 - Relevant Persons must not use any camera or other recording device in a change room.
- 3.1.3. Persons in a Position of Authority must ensure adequate supervision in public 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.

3.2. DESIGNATED CHANGE AREAS

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

- 3.2.1. Private changing areas for costume changes.
- 3.2.2. General preparation areas for hair, makeup, and warm-ups.
- 3.2.3. Cultural accommodations, including private changing options for individuals who observe modesty requirements.
 - 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:

- 3.2.4. 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.
- 3.2.5. Ensuring competitors follow dressing room etiquette, including respectful interactions and adherence to designated zones.
- 3.2.6. Supporting competitors' privacy needs, ensuring that all individuals feel comfortable and respected during costume changes.
- 3.2.7. Guiding competitors on appropriate use of designated areas, including private changing spaces, preparation zones, and accessible facilities.
- 3.2.8. Enforce that all competitors remain appropriately covered in open dressing room areas, maintaining professionalism, safeguarding standards, and respect for all participants.
- 3.2.9. Upholding gender-inclusive practices, ensuring all athletes—regardless of gender identity—have access to appropriate changing areas.
- 3.2.10. Communicating any additional accommodation requests (e.g., cultural-specific privacy needs) to competition organisers in advance.
- 3.2.11. Encouraging minimal disruption in shared spaces, including keeping noise levels controlled to maintain a focused and calm environment.
- 3.2.12. Supervising team interactions, ensuring a safe and supportive atmosphere.
- 3.2.13. Ensuring underage competitors have adequate supervision, aligning with safeguarding policies and parental consent requirements.
- 3.2.14. Monitoring dressing room conduct, ensuring competitors treat each other with respect and comply with competition regulations.

3.3. SIDE-STAGE COSTUME CHANGES

Competition organisers are responsible for:

- 3.3.1. Applying clearly designated change zones, if feasible, within the side-stage area.
- 3.3.2. Making pop-up partitions available upon request, ensuring privacy during costume changes.
- 3.3.3. Ensuring mixed-gender tech crew respect designated quick-change spaces, avoiding entry unless necessary for production needs.
- 3.3.4. 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:

- 3.3.5. Informing competition organisers of the necessity for side-stage quick changes, including:

- Age-group details
 - Section details
 - Item information to ensure appropriate arrangements.
- 3.3.6. Minimizing the number of quick-changes to maintain smooth competition flow.
- 3.3.7. Ensuring safe practices for competitors undergoing a quick change, including:
- Providing adequate supervision and privacy
 - Requesting partitions in advance
- 3.3.8. Obtaining written permission from parents/guardians for competitors under 18 to undergo quick changes side-stage.
- 3.3.9. Practicing the quick change in advance to ensure:
- Competitors can perform changes smoothly and safely
 - No risk of exposure or discomfort
 - Support personnel understand their roles
- 3.3.10. Ensuring performers wear base layers, such as dance tights or undergarments, to minimize exposure during quick changes.

3.4. ACCESSIBILITY CONSIDERATIONS

Competition organisers are responsible for:

- 3.4.1. Providing step-free access or portable ramps are available for mobility-impaired competitors.
- 3.4.2. Ensuring quiet spaces and sensory-friendly areas are offered upon request for neurodivergent competitors.
- 3.4.3. Providing trained staff to assist participants with adaptive needs.
- 3.4.4. Designating inclusion officers at competitions, providing support for competitors who require accommodations.
- 3.4.5. Creating transparent channels for reporting concerns, ensuring participants can access inclusion support during events.

Coaches and team managers are responsible for:

- 3.4.6. Proactively identify competitors' accessibility needs and communicate requirements to competition organisers well in advance.
- 3.4.7. Ensure all competitors have equal access to competition facilities, including dressing rooms, stage areas, and warm-up spaces.
- 3.4.8. Support competitors with neurodiverse or sensory needs, ensuring they are aware of quiet zones, sensory-friendly spaces, or adaptive tools available.

- 3.4.9. Advocate for necessary adjustments, such as seating accommodations, accessible pathways, or additional assistance for mobility-impaired competitors.
- 3.4.10. Encourage respectful peer interactions, ensuring that competitors understand and support accessibility needs within their teams.
- 3.4.11. Train support personnel, ensuring that designated helpers understand accessibility considerations and best practices.
- 3.4.12. Minimize noise levels in shared spaces, such as dressing rooms and warm-up areas, ensuring a calm, focused environment for competitors.
 - Ensure respectful volume levels when playing music, keeping noise considerate of all competitors and shared spaces.
 - Encourage competitors to use soft voices, especially in enclosed preparation areas.
 - Be mindful of noise-sensitive individuals and create adjustments as needed.

3.5. PHOTOGRAPHY & RECORDING RESTRICTIONS

- 3.5.1. Cameras, phones, or recording devices are strictly prohibited in dressing rooms

4. EDUCATION & COMPLIANCE

ACF reinforces compliance of this policy through:

- 4.1.1. Inclusion education for staff, volunteers, coaches, team managers/personnel and officials as set out in the ACF National Integrity Framework education plan.
- 4.1.2. Annual policy reviews to refine best practices.
- 4.1.3. Strategic alignment with Elevate 28! and NCEF, ensuring national standards.
- 4.1.4. DivInc Committee oversight, ensuring compliance across all stakeholders.

5. POLICY COMPLIANCE & STRATEGIC ALIGNMENT

In alignment with the ACF Safeguarding Children and Young People policy, competition organisers are responsible for ensuring they:

- Comply with state or territory legislation regarding child protection, safety, and employment requirements.
 - Adopt and implement appropriate recruitment, screening, and training for all employees and volunteers working in child-related positions (refer ACF Safeguarding Children and Young People Policy Appendix 2: Recruitment, Screening, and Training Recommendations in Annexure C).
- 5.1.1. Create a culturally safe environment that respects and values the diverse identities and experiences of Aboriginal and/or Torres Strait Islander Children/Young People.

- 5.1.2. Ensure all staff, volunteers, officials, and contractors (including theatre crews) hold relevant Working with Vulnerable People (WWVP) certification as required under state/territory laws.
- 5.1.3. Integrate safeguarding policies into competition operations, aligning with the ACF National Integrity Framework and the ACF Safeguarding Children and Young People Policy.
- 5.1.4. Commit to ongoing education and compliance monitoring to uphold best practices in child protection, diversity, and accessibility.

6. DEFINITIONS

Child Protection Legislation: means all state/territory Child/Young Person protection legislation as amended from time to time, a summary of which is available here.

Child/Young Person Safe Commitment: means a Relevant Organisations' commitment to Child/Young Person safety in Calisthenics, an example of which is outlined in Appendix 1: Child/Young Person Safe Commitment Statement Example in Annexure C: Best Practice Guidance.

Child/Young Person Safe Practices: means the Child/Young Person safety requirements and practices adopted and implemented by Relevant Organisations to help ensure the safety of Children/Young People participating in a Calisthenics Activity as outlined in Annexure B: Child/Young Person Safe Practices.

Complaints, Disputes and Discipline Policy: means the policy adopted by Australian Calisthenic Federation for the handling and resolution of allegations regarding Prohibited Conduct. Refer to the ACF website - www.calisthenicsaustralia.com.au.

Coach: An ACF-registered coach who is responsible for leading and preparing a competitive team entered into an ACF-affiliated competition.

Competition Organiser: any persons or organisation responsible for the administration, planning, coordination, and logistical oversight of an ACF-sanctioned competition or event.

Contractor: means any person or organisation engaged to provide services for, or on behalf of, a Relevant Organisation. This includes agents, advisers, and subcontractors of a Relevant Organisation and employees, officers, volunteers, and agents of a Contractor or subcontractor.

Disability: A condition which may restrict a person's mental, sensory or mobility functions to undertake or perform a task in the same way as a person who does not have a disability.

Diversity: Diversity describes the varied attributes, capabilities, experiences and identities of all people. This includes but is not limited to gender and gender identity, sexual orientation, socioeconomic status, language, race, ethnicity, culture, national origin, religious observance, age, disability status.

Equity: Equity describes the pursuit of fairness and justice for all people and recognises that some people experience advantage and privilege while others experience disadvantage and barriers. Equity is a process that begins by acknowledging that unequal starting place and makes a commitment to correct and address the imbalance by responding to the causes of disadvantage and addressing barriers.

Gender-Neutral Facilities: Spaces that do not designate access based on gender, ensuring privacy, respect, and inclusivity for transgender, non-binary, and gender-diverse individuals.

Inclusion: Inclusion describes proactive and deliberate efforts to remove barriers, eliminate discrimination and create opportunities for participation so that all people are welcomed, feel safe and that diversity is acknowledged, valued and celebrated.

Inclusive Practices: Inclusive practices ensure equitable access, accommodations, respectful communication, transparent competition frameworks, psychological safety, and proactive inclusion measures for all participants, upheld through mandatory training and accountability.

LGBTQI+: An initialism which stands for Lesbian, Gay, Bisexual, Transgender, Queer and Intersex. It is used to refer collectively to these communities. The 'LGB' refers to sexuality/sexual identity; the 'T' refers to gender identity; and the 'I' refers to people who have an intersex variation. 'Q' can refer to either gender identity or sexuality.

Member: means a member of a Relevant Organisation, including:

- a) Member Organisation, which means each company or incorporated association that is a member of Australian Calisthenic Federation - including each:
 - i. state, territory, and Club Member; and
 - ii. affiliate that is a member of a state and territory Member.
- b) Individual Member, which means individuals who are individuals registered with a Relevant Organisation.

National Integrity Framework: means the National Integrity Framework as developed by Sport Integrity Australia and consisting of the following policies:

- a) Safeguarding Children and Young People Policy;
- b) Competition Manipulation and Sport Gambling Policy;
- c) Improper Use of Drugs and Medicine Policy;
- d) Member Protection Policy; and
- e) Complaints, Disputes and Discipline Policy.

Participant: means -

- a) Athletes;
- b) Coaches appointed to train an athlete or team in an Activity;
- c) Administrators who have a role in the administration or operation or Activity of a Relevant Organisation including owners, directors, committee members or other persons;
- d) Officials including adjudicators, examiners, technical officials, or other officials appointed by a Relevant Organisation, or any league, competition, series, club, or team sanctioned by a Relevant Organisation;
- e) Support personnel who are appointed in a professional or voluntary capacity by a Relevant Organisation, or any league, competition, series, club, or team sanctioned by a Relevant Organisation including sports science sports medicine personnel, team managers, agents, selectors, and team staff members.

Person in a Position of Authority: Any individual who holds a supervisory, coaching, or official role within ACF competitions or events. This includes, but is not limited to, coaches, team managers, adjudicators, event organisers, officials, and volunteers.

Reasonable Adjustments: Modifications made to competition structures, adjudication practices, or facilities to ensure competitors with disabilities and other diverse needs can participate on an equitable basis.

Relevant Organisation: Means any of the following organisations:

- a) Australian Calisthenics Federation;
- b) Member Organisations; or
- c) Any other organisation that has agreed to be bound by the National Integrity Framework and / or the Relevant Policies.

Relevant Person: means any of the following persons:

- a) Individual Member;
- b) Participant;
- c) Employee;
- d) Contractor;
- e) Volunteer; or
- f) Any other individual who has agreed to be bound by the National Integrity Framework and / or the Relevant Policies.

Right to Privacy: The principle that competitors must be provided with safe and private spaces for dressing, preparing for competition, and accessing personal accommodations without unnecessary exposure or intrusion.

Team Managers: Any individual (staff or volunteer) who is responsible for coordinating the logistics of a team or teams, including costumes and props.

WWCC means a 'Working with Children Check' (however named) under the applicable legislation of a state or territory, a summary of which is available

7. GOVERNANCE

7.1. RESPONSIBILITIES

Role/Portfolio	Responsibility
Board	<ul style="list-style-type: none"> ➤ Review the ACF Inclusive Competition Policy as per the ACF Annual Board Schedule and Document Register
Nationals Operations Manager	<ul style="list-style-type: none"> ➤ Assist with the development of review procedures required to carry out policies. ➤ Ensure the current version of the policy is available to relevant organisations and persons as necessary.
Member States	<ul style="list-style-type: none"> ➤ Within their areas of responsibility, take reasonable steps to remove barriers which exist to programs and services, and the physical, social and virtual environment.

Standing Committees	➤ Within their areas of responsibility, take reasonable steps to remove barriers which exist to programs and services, and the physical, social and virtual environment.
National Competition & Event Committee	➤ Assist with the development and review procedures required to carry out competition policies.

7.2. RELATED DOCUMENTS

The following documents may be used as reference information for the deployment of this policy/procedure:

Reference	Title	Identifier
(1)	ACF Inclusion Framework & Policy	ACF-008-POL
(2)	ACF Safeguarding Children & Young People Policy	ACF-076-POL
(3)	ACF Member Protection Policy	ACF-075-POL
(4)	ACF Complaints, Disputes & Discipline Policy	ACF-072-POL
(5)	ACF National Competition & Event Guidelines	To be Developed

7.3. AUTHORISATION

8. **Kerry Sargent**

9. Signature of ACF Chair

10. Date of Approval by the Board – 28/07/2025

11. Australian Calisthenics Federation

Version Control Table

Version	Date Endorsed	Approved By
001	28/07/2025	Board