



Zero Tolerance Policy Statement

Huntingdon Gymnastics Club employees treat our gymnasts and customers/parents with courtesy and respect and ask for the same in return.

Our staff have the right to carry out their work without violence, abuse or harassment. Any behaviour verbal or physical, which causes staff to feel uncomfortable, embarrassed or threatened, is totally unacceptable.

The Zero Tolerance policy includes aggression or threats made in person, over the telephone or in written communication.

Huntingdon Gymnastics Club consider threatening behaviour to be:

- ◆ Attempted or actual aggressive threatening physical actions made towards any member of staff.
- ◆ The use of aggressive, threatening or abusive language, (including raising of the voice, swearing and cursing, shouting) which threatens or intimidates staff.

This policy applies throughout the club. It also applies to any employee working or supporting gymnasts/parents away from the business premises but only in so far as it relates to the business of the club.

Huntingdon Gymnastics Club reserve the right to remove any gymnast or parent of gymnast or person using the premises from their systems and cease to correspond with or do business with them.