

Australian Human Rights Commission independent review into Gymnastics in Australia

The independent review ('the Review') of gymnastics in Australia is being conducted by the Commission at the request of Gymnastics Australia and has a primary focus on the athlete experience.

The Review will deep dive into culture and practice with a view to identifying systemic issues and suggested improvements. It will provide key stakeholders, past and present, with the opportunity to have their experience heard, acknowledged, recorded and used to inform future, better practice to ensure safety and compliance with human rights principles.

The Commission understands that Gymnastics Australia's objectives in requesting a review are to:

- Understand and learn from the historical athlete experience of gymnastics in Australia to inform future practice
- Ensure support for athletes affected by misconduct, bullying, abuse, sexual harassment and assault
- Improve current and future practice, policy and governance to ensure athlete safety, wellbeing and empowerment.

Terms of Reference

The Review includes all levels of the sport (national, state and club), from grassroots to high performance, and will examine and report on:

1. Organisational policies, procedures and education programs relating to the safety and wellbeing of athletes and their dissemination, implementation and monitoring at all levels
2. Reporting and complaint handling frameworks and governance and accountability structures in place at all levels relating to allegations of misconduct, bullying, abuse, sexual harassment and assault of athletes and their effectiveness
3. The response to formal complaints by athletes received by gymnastics at the national, state or club level

4. Global best practice in preventing and responding to misconduct, bullying, abuse, sexual harassment and assault of athletes in comparable sports.

The focus of the Review is on the nature and impact on athletes of misconduct, bullying, abuse, sexual harassment and assault within gymnastics in Australia, systemic trends and drivers for such conduct and the measures in place to have visibility of, prevent and respond to it.

In order to understand the experience of athletes with respect to misconduct, bullying, abuse, sexual harassment and assault the Commission will seek to engage with current and former athletes, their families, staff, coaches and other relevant personnel through confidential written submissions, interviews and focus groups.

The Commission will not be investigating nor making findings about individual allegations of misconduct, bullying, abuse, sexual harassment or assault as part of the Review.

The Commission will make recommendations for improving current and future practice, policy, and governance within gymnastics in Australia to ensure the sport effectively and appropriately fosters the safety, development, empowerment and wellbeing of all athletes.

The Commission will conduct the Review pursuant to its statutory function of promoting an understanding and acceptance and the public discussion of human rights in Australia (s. 11(1)(g) *Australian Human Rights Commission Act 1986* (Cth)).