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## **Tri Star Gymnastics Coach & Athlete Relationship and Communication Policy**

**Policy Effective Date:** 21 July 2025

**Approved by:** Board of Trustees

**Review Date:** July 2026

### **1. Purpose**

This policy aims to establish clear and respectful guidelines for communication and conduct between coaches and athletes within Tri Star.

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### **2. Scope**

This policy applies to all Tri Star staff and coaches as well as athletes involved in any program, whether at the recreational, competitive, or elite level.

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## **3. Coach-Athlete Communication**

### **3.1 In-Person Communication**

- All communication must be appropriate, respectful, and in line with the athlete's developmental stage.
- Private discussions should take place in open, observable spaces or with another adult present.
- Coaches must give feedback in a constructive, positive, and supportive manner.

### **3.2 Digital and Electronic Communication**

- Coaches must use official club channels (e.g., club email) for all athlete communication.
- Athletes under 18 must not be contacted privately; communications should include a parent/guardian or use group messages monitored by the club.

### **3.3 Social Media**

- Coaches are not permitted to direct message athletes who are minors on social media platforms.
- Coaches and athletes are encouraged to maintain separate personal and professional social media boundaries.
- Tagging, commenting, or interacting on athletes' personal posts should be avoided unless it is in a public and appropriate team-related context.

### **3.4 Travelling Athletes**

- The only circumstance in which it is appropriate for a coach to message an athlete via social media is when the athlete is traveling overseas for competitions and other standard methods of communication are not available or practical.



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- In such cases, social media may be used solely for the purpose of providing training advice or coordinating competition-related logistics.
- All communications must remain professional, relevant to training or competition, and conducted with transparency and accountability. Whenever possible, group messages or messages that include a third party (such as another coach or team official) are encouraged to maintain transparency.

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#### **4. Parent and Guardian Communication**

- Coaches must maintain regular communication with parents/guardians of athletes under 18 regarding progress, injuries, and behavioural concerns.
- Any scheduled one-on-one interactions between coaches and athletes must be communicated to and approved by the parent/guardian in advance.

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#### **5. One-on-One Situations**

- Should be avoided when possible.
- If necessary, interactions must take place:
  - In a public or visible space
  - With another adult informed or present
  - With a parent/guardian notified
- Electronic one-on-one communication should be documented and, where appropriate, copied to a parent/guardian or team official.

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#### **6. Athlete Responsibilities**

Athletes are expected to:

- Treat coaches and peers with respect
- Follow the club's code of conduct
- Report any concerns to a trusted adult or the club's Child Protection Officer

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#### **7. Confidentiality and Safeguarding**

- Coaches must respect confidentiality but must report any safeguarding concerns immediately to the Child Protection Officer.
- Athletes and parents are encouraged to raise concerns without fear of retribution. Formal concerns or complaints will be handled in line with the concerns and complaints policies.

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#### **8. Breaches of Policy**

Any breach of this policy will be taken seriously and may result in:

- A formal warning



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- Suspension from duties or training
- Dismissal or termination of membership
- Referral to safeguarding authorities

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## **9. Monitoring and Review**

- This policy will be reviewed at least annually or following any serious incident.
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