



CALISTHENICS VICTORIA

PREGNANCY POLICY

1. INTRODUCTION

Calisthenics Victoria is committed to high standards of ethical conduct and accordingly places great importance on making clear organisational policies.

Calisthenics Victoria is committed to promoting and celebrating its values of: Confidence, Courage, Connection and Community.

Policies and procedures are essential in establishing the desired culture at Calisthenics Victoria and reflect Calisthenics Victoria’s current strategic priorities. They reinforce the personal responsibility of all Participants to interact in a positive way and be committed to working to the standards articulated throughout this Policy.

Compliance with the policies and procedures will foster and maintain public trust and confidence in the integrity and professionalism of Calisthenics Victoria and Participants.

2. SCOPE

This Policy applies to all:

- Registered Performers - both competitive and recreational (herein referred to as “Performers” throughout this Policy)
- Clubs, Registered Coaches, Competition Convenors and Affiliated Organisations (herein referred to as “Administrators” throughout this Policy)

This Policy does not replace, but supports, relevant legislation, regulation, and wider industry policies.

3. OBJECTIVE

This Pregnancy Policy provides information and guidance about Calisthenics Victoria’s position for pregnant performers.

4. DEFINITIONS AND INTERPRETATIONS

Reference term	Definition and Interpretation
Affiliated Organisations	Means the Australian Society of Calisthenic Adjudicators (Victorian Branch) Incorporated (ASCA) (and its successors), and Clubs.
Calisthenics Victoria	Calisthenics Victoria is the recognised Victorian State Sporting Organisation for the Sport of Calisthenics.
Club	Means a group of individuals who have joined together to affiliate with Calisthenics Victoria for the purpose of instructing calisthenics to Registered Performers.
Competition Convenors	Means a group of individuals who have joined together for the purpose of convening a competition for competitive calisthenics clubs.

Policy	Pregnancy Policy
Registered Adjudicator	Means an adjudicator approved by Calisthenics Victoria.
Registered Coach	Means a member of the Calisthenics Victoria Coaches Committee, a committee of Calisthenics Victoria.
Registered Performer	Means a person who is a member of an affiliated Club and is registered for the purposes of competitive or recreational calisthenics. Also known as athletes.

5. POLICY PRINCIPLES AND APPLICATION

5.1 Policy Statement

Calisthenics Victoria aims to provide a safe and enjoyable environment for all of its members, including pregnant performers.

Quoting Sports Medicine Australia “all women without contraindications should be encouraged to participate in aerobic and strength-conditioning exercises as part of a healthy lifestyle during their pregnancy.” Sports Medicine Australia also strongly urges all pregnant performers who are considering exercising and participating in sport during pregnancy to discuss the benefits and risks with their medical provider.

Calisthenics Victoria supports this statement and encourages all pregnant performers to discuss their decision to continue participating in Calisthenics during their pregnancy with their medical provider. This is in line with the competition rules in Victoria which require performers to obtain clearance from their medical provider on a monthly basis and supply evidence of the clearance to competition convenors.

In Australia, Commonwealth, State and Territory legislation exists in relation to discrimination. This anti-discrimination legislation makes it unlawful to discriminate against a female on the basis of pregnancy, subject to specific exemptions (Victorian Equal Opportunity & Human Rights Commission).

5.2 Roles and Responsibilities

Pregnant Registered Performers

Pregnant Performers are recommended to:

- Place their own health and the wellbeing of their unborn child as the utmost importance in their decision about whether to continue participating in calisthenics.
- Obtain expert medical advice as to the risks associated with participating in calisthenics when pregnant.
- Include regular reviews of their exercise participation during antenatal reviews with their medical provider.
- Understand that the ultimate decision to participate in calisthenics will always be theirs, whilst having regard to all the circumstances.

Clubs

All Clubs should:

- Communicate this policy with their performers and have procedures in place to:
 - Provide performers with the opportunity to advise of their pregnancy in the medical declaration and

- Adding pregnancy advice and risk information to registration forms.
- Be aware of Commonwealth, State and Territory anti-discrimination legislation and its application in calisthenics and review the rules, regulations and constitution of their club and Calisthenics Victoria with respect to the relevant anti-discrimination legislation.
- Seek professional advice (including medical and/or legal) if a situation arises where it is not clear what steps should be taken in a given circumstance.
- Ensure that the organisation's insurance (including public liability and performer injury insurance) is up to date and that it provides adequate cover.

Registered Coaches

A coach should:

- Create an environment that is as safe as reasonably practicable for all performers.
- Coaches need to be aware that some infectious diseases can affect pregnant performers and their unborn child. Refer to the Infection Control Policy on how to manage these risks.
- Be aware of the professional medical advice "Sports Medicine Australia Statement – The benefits and risks of exercise during pregnancy" in relation to exercise and pregnancy.
- Respect and support the performers right to make their own decisions in relation to their participation or non-participation in calisthenics whilst pregnant.
- Seek a consultative approach with the performer and medical provider. Coaches who give pregnant performers advice on how to train during their pregnancy must be very careful that they are not placing themselves in the position of medical experts. They should not speak outside their scope of knowledge as they could face legal action for negligent advice.

6. POLICY OBLIGATIONS AND COMPLAINTS

Complaints and Disputes

Calisthenics Victoria will deal with any complaints about failure to comply with this Policy promptly, seriously, sensitively and in accordance with the principles of natural justice and in line with the Calisthenics Victoria Complaints, Grievances & Dispute Resolution Policy.

Roles and Responsibilities

CV must:

- adopt and comply with this Policy.
- publish, distribute and promote this Policy (and any amendments made to it from time to time) to their members and make this Policy accessible to their members.

CV Members:

- adopt and comply with this Policy
- publish, distribute and promote this Policy (and any amendments made to it from time to time) to their members in the manner required by CV and make this Policy available to their members.
- make such amendments to localised ways of working in order for this Policy to be adopted and enforced.

It is the responsibility of the Chief Executive Officer to establish a procedure for the management of processes which are covered by this Policy. The Chief Executive Officer is also responsible for the overall administration of these processes.

7. MONITORING, REVIEW AND EVALUATION

The Board, through its Governance Committee, is responsible for monitoring, evaluating and reviewing this Policy, as required, from time to time in accordance with changing Calisthenics Victoria needs and legislative requirements.

8. RELATED DOCUMENTS

- Code of Conduct
- Health and Safety Policy
- Complaints, Grievances and Dispute Resolution Policy
- Infection Control Policy
- Victorian Calisthenics Competition Rules
- Member Protection Policy

9. ATTACHMENTS

- [Sports Medicine Australia factsheet – Pregnancy and Exercise](#)
- [Sports Medicine Australia statement – The benefits and risks of exercise during pregnancy](#)

Version Control, Change History and Distribution

Version Control

Document Name:	Pregnancy Policy
Prepared by:	Project Thatcher
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Change History

Amendment Date	Version No.	Page No(s) replaced	Description of change
21 November 2023	2.0		Amendment of Registered Adjudicator definition

Distribution: All membership via soft copy and downloadable from CV Website Policy Bank