

**UNDER MEDIA EMBARGO UNTIL 9AM WEDNESDAY 10  
FEBRUARY**



## **Gymnastics New Zealand's Statement of Commitment to Enact the Recommendations of the Whole of Sport Review**

Gymnastics New Zealand (Gymnastics NZ) has now received and reviewed the Whole of Sport Review conducted by David Howman.

On behalf of Gymnastics NZ, we offer our sincerest apology to every person who was hurt or suffered during their time taking part in our sport. Coming forward to tell your personal stories took immeasurable courage. Your courage provides both the catalyst that drives our commitment to change, and the example to which others can aspire.

As we look to the future, the Board and senior leadership of Gymnastics NZ believe it is critically important that we publicly commit to not only implementing the recommendations contained within the report but also to leading and driving a change in our sport's culture, to make sure the practices and beliefs that led to the hurt and suffering endured by our community members cannot happen again.

We make this commitment to the survivors of the abuse, our current and future athletes, and everyone else within our community.

Gymnastics NZ recognises that for positive change to occur, we must engage and collaborate with many people and groups, including survivors, former and current athletes, clubs, coaches, volunteers, relevant experts, as well as representative bodies - both past and present.

All these people and their thoughts and ideas will be critical as we move towards implementing the recommendations and the cultural change required in our sport.

To drive that change, Gymnastics NZ will establish a seven-member steering committee to oversee the process of implementing the recommendations. It is our intention to ensure the Steering Committee's composition includes survivor, athlete, and human rights representation alongside representation from our community and partners. We look forward to engaging with these groups to begin the process. Our aim will be to have this Steering Committee formed by March 2021.

To empower the cultural change required within the sport, Gymnastics NZ commits to the following guiding principles:

### ***The Survivor's Voice***

- *The consultation process will be developed in collaboration with the survivors and current and former athletes who have experienced abuse or mistreatment within our sport.*
- *Athletes who have experienced abuse or mistreatment within the sport will inform and contribute to the design of the measures required to implement the report's recommendations.*

The contents contained herein represent the legal entity GymSports New Zealand Incorporated trading as Gymnastics New Zealand.

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## **Our Commitment to Human Rights**

- *It is essential the protection of, and respect for, human rights are embedded within the governance and operations of Gymnastics in NZ, and that the policies, systems, and practices of all involved, are developed to reflect the continually changing human rights landscape. This should also be the starting point for engaging with critical issues such as this review or matters of integrity, equality, development, and fair play.*
- *The established review structure will look for practical ways to strengthen the voice of all those affected, including survivors, athletes, fans, communities, workers, children, volunteers, through meaningful and ongoing engagement. Special efforts will be made to engage with vulnerable and hard to reach groups, being careful to protect, respect and uphold enabling rights.*
- *Lessons learned from our adherence or failure to adhere to accepted standards of human rights will be captured, disclosed, and shared in transparent ways to raise standards and improve practices to prevent a recurrence of adverse human rights across our sport.*

## **Our Community**

- *Our athletes have the right to participate in an environment free from bullying, harassment, physical, emotional, and mental abuse, or abuse in any form. Athlete health and welfare in all its many facets is our priority.*
- *Ensuring all young people can receive a quality sport experience, irrespective of the level at which they are involved, in a safe and caring environment.*
- *Leading attitudinal and behavioural change among the sport's leaders, coaches, administrators, parents, and caregivers, to make sure the athletes' wellbeing and safety are always paramount.*
- *Working collaboratively to encourage the widest possible cultural change to enhance and look after the wellbeing of our communities.*

## **Implementation**

- *It would be easy to suggest that speed of implementation is key. However, to ensure long-lasting change rather than superficial implementation, we must treat this report and its recommendations not as the end, but as the beginning of our journey of change. Our genuine success will come when the cultural change we desire is not an act, but a habit.*

We set out these guiding principles and commitments in recognition of the survivors of the abuse, our current and future athletes, and everyone else within our community.

Dr Denis Mowbray FCG FGNZ



Chairman  
Gymnastics NZ

Tony Compier



Chief Executive Officer  
Gymnastics NZ