



Participant Information Sheet and Consent Form - General Gymnastics in Australia Review

What is this Review about?

You are invited to take part in research the Australian Human Rights Commission (Commission) is doing into the sport of gymnastics in Australia. Research means finding out what people think about things and using the information to help other people.

This research will be part of a review into the sport of gymnastics in Australia (Review). The Review aims to build an understanding of the sport's culture, athlete experience, and barriers to reporting misconduct and abuse, and provide recommendations for the future culture of the sport. The Commission will publish a report setting out the findings of the Review.

For this reason, the Commission is asking past and current members of the gymnastics in Australia community to share their views and experiences on these topics. This Participant Information sheet and consent form is for people aged 18 years and over.

Who can be involved?

If you are a past or current member of the gymnastics in Australia community and you would like to be involved in the Review, you can participate in interviews or focus groups via video or telephone conferencing. The Commission is also welcoming submissions from members of the gymnastics in Australia community, including former and current athletes and their families. For details on submissions please go to the Online Submission Form section on the humanrights.gov.au/gymnastics webpage.

To be involved in interviews or focus groups, you will need to sign a Consent Form (which you will find below at pages 9-10).



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What does taking part involve?

The Commission will be using a number of methods for this Review, including interviews, focus groups and written submissions. Because of COVID-19, if you prefer to participate in an interview or a focus group, the Commission will be talking to you via video or telephone conferencing facilities. You can tell the Commission which option you would prefer.

An interview will involve two Commission staff asking you questions via video or telephone conferencing facilities. The Commission anticipates interviews will take approximately 45–60 minutes. Interviews will be offered to individuals by request, who may have concerns regarding privacy and who do not wish to participate in a focus group.

Taking part in a focus group will involve answering some questions in a group via video or telephone conferencing. There may be up to ten people in the group and the Commission anticipates focus groups will take about 1 hour. Focus groups will be offered to current and former athletes, their families, and staff, coaches, officials, and administrators.

As part of this Review, the Commission may ask you about:

Safety and wellbeing

- your awareness of safety and wellbeing policies;
- your awareness of safety and wellbeing procedures;
- your awareness of safety and wellbeing education programs;
- how you became aware of the safety and wellbeing policies, procedures or education programs;
- how effective you found these.

Reporting frameworks



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- your awareness of reporting, complaint handling, governance and accountability frameworks (including policies, procedures or education programs);
- your awareness about how to report concerns regarding allegations of misconduct, bullying, abuse, sexual harassment and assault of athletes;
- how any formal or informal complaints were handled;
- how effective you found the process.

You can choose which questions to answer. You can tell us if you don't want to answer a question.

The Commission will record and transcribe your interview, so that it has an accurate account of the information that you share. The Commission wants to use your information to shape the findings and recommendations of this Review, including the final report. The recordings may be transcribed by a third party. The Commission has a Deed of Confidentiality with a transcription service provider and all transcriptions will be kept confidential. Please let the Commission know before the interview if you do not want the interview to be recorded and transcribed.

If you want to, you can have someone you trust to be present with you and help you. If you choose to attend an interview or focus group via video or telephone conferencing, the Commission will also request your verbal consent at that time.

The Commission will contact you to arrange a suitable time for you to participate in a focus group or interview and will contact you to arrange your participation and give you the details you will need to participate.

Who is conducting this Review?

The Review is being conducted by the Commission and will be led by the Review



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Team and supported by other qualified Commission staff.

What will happen to information about me?

Personal Information

By signing a consent form for this Review, you consent to the Commission collecting and using the information you provide for the purposes of the Review.

The Commission will produce a report on the findings of the Review. The Commission may also produce an interim report, training resources and other materials in connection with the Review. The report and materials will be published on the Commission's website under a Creative Commons licence.

Where possible, the Commission will treat your name and personal information confidentially. Your name and other personal information will not be published in the report, or in any other Commission publication. The information you provide may be drawn upon, quoted or referred to in the public report and other resources produced by the Commission in connection with the Review, but will not be attributed to you. That means the information you provide may be used by the Commission for the Review, but in a way that does not identify you.

It is important to be aware that the Commission is subject to the *Freedom of Information Act 1982* (Cth) and documents provided to, or created by, the Commission may have to be disclosed by the Commission in response to a freedom of information request. If the Commission receives a request under the *Freedom of Information Act 1982* (Cth) there may be relevant exemptions to disclosure (including for material obtained in confidence and personal information).

Information (including personal information) collected during the course of the



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Review will be stored in accordance with the *Archives Act 1983* (Cth), the *Privacy Act 1988* (Cth) and the *Australian Human Rights Commission Act 1986* (Cth).

Further information regarding the personal information handling practices of the Commission is available on the Commission's website, specifically in the [Privacy Policy](#).

Reporting obligations

In certain circumstances, Commission staff and others involved in this Review may be obligated under relevant State and Territory laws, to report to the relevant authorities, an act that involves abuse to a child, or an act that is a 'serious indictable offence'. This is known as 'mandatory reporting'. Mandatory reporting obligations may also arise in cases of suspected risk of future abuse or harm or incidents of historic child sex abuse. Whether mandatory reporting obligations are triggered in the course of this Review will be assessed on a case by case basis.

If the Commission is not required by law to report an act, it may still make a voluntary report to the relevant authorities, in circumstances where the Commission is concerned that serious harm has occurred, or is occurring, or may occur in the future, in accordance with the Commission's Child Safety and Wellbeing policy.

What do I need to do to participate in the Review?

If you would like to participate in interviews or focus groups for this Review, and you have read and understood the included information, the Commission would ask that you sign the consent form (pages 8-9 below) and return your signed consent form by email to the Commission at gymnastics@humanrights.gov.au.

Following receipt of your signed consent form, the Review Team will contact you,



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either by telephone or email, to arrange a time for your participation. You can indicate your preferred form of communication on the consent form below.

You can withdraw your consent at any stage of the Review.

Do I have to be involved?

Participation in this Review is voluntary. If you do not want to take part, you do not have to.

How and when will I find out the results of the Review?

The Commission intends to publish a report on the findings of the Review in 2021. This report will be publicly and freely available on the Commission's website.

How is the Review being funded?

Gymnastics Australia is funding the Australian Human Rights Commission's Review of gymnastics in Australia. The Commission is an independent Commonwealth statutory authority, which ensures the integrity of the Review and provides the participants with confidence in the process, no matter the source of funding.

What if I change my mind after I have participated in the Review?

You may decide not to participate in the Review at any time. If you have consented to being involved in the Review and you change your mind, you can withdraw your consent at any time. You can do so by filling in the Withdrawal Form (below at page 10) and providing that completed Withdrawal Form to the



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Review Team (contact details below). Upon receiving your completed Withdrawal Form, and as long as there are more than two weeks until the finalisation of the report (in whatever form), the Review Team will remove any information provided by you that is specific to your experience (for example, any unique issues raised by you and no other participant, or any illustrative quotes that you provide).

Withdrawal will not affect your relationship with the Commission, the Review team or Gymnastics Australia.

Who can I speak to if I have questions?

If you would like any further information or have any questions concerning this Review, please contact either Maria Twomey or Nevo Rom on (02) 9284 9600 or via email at gymnastics@humanrights.gov.au.

If you have any concerns about the ethical considerations of this Review, you can contact the UNSW Human Research Ethics Coordinator on (02) 9385 6222 or via email at humanethics@unsw.edu.au, or you can raise your concerns with the Review Team.

Support services

If at any stage during this Review you become distressed or require additional support from someone not involved in the Review please call:

Organisation	1800RESPECT: National sexual assault, domestic and family violence counselling service
Telephone	1800 737 732



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Organisation	Beyond Blue: Anxiety, depression, and suicide prevention support service
Telephone	1300 224 636

Organisation	Lifeline: Crisis support and suicide prevention
Telephone	13 11 14

Organisation	Headspace: Supports young people aged between 12 and 25 years of age
Telephone	1800 650 890

Name/Organisation	Kid's Helpline: Counselling service for those aged between 5 and 25 years of age
Telephone	1800 55 1800
Organisation	1800RESPECT: National sexual assault, domestic and family violence counselling service
Telephone	1800 737 732



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Consent form for the Gymnastics in Australia Review

I consent to participate in an:

Interview Focus group

- I understand I am being asked to provide consent to participate in this research;
- I have read the included information, or someone has read it to me in a language that I understand;
- I understand that Commission staff are conducting the interviews.
- I understand that the information collected about me will be used for purposes relating to this Review only.
- I understand that what I write or say during the consultation may be referred to, quoted or used by the Commission for the purposes of the Review, but that information will not be attributed to me. If information shared by me is included in public resources developed by the Commission in connection with the Review, these will be published under a Creative Commons license and the contents of the public resources will be able to be used for other purposes.
- I understand that the Review team will record the interviews and focus groups; I agree to be recorded for this purpose.
- I have had an opportunity to ask questions and I am satisfied with the answers I have received.
- I freely agree to participate in this Review as described and understand that I am free to withdraw at any time during the Review and withdrawal will not affect my relationship with the Commission, Commission staff members or Gymnastics Australia.
- I understand that the results of the Review will be made available on the Australian Human Rights Commission's website.



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I would like to receive a copy of the findings of the Review via email.

Name: _____

Signature: _____

Date: _____

Phone: _____

Email: _____

My preferred form of contact is:

**Please send this form to the Review Team at
gymnastics@humanrights.gov.au**



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Withdrawal form for the Gymnastics in Australia Review I don't want to take part anymore

I am signing this form because I changed my mind. I don't want to take part anymore and I don't want you to use any information about me.

My signature: _____

Date: _____

Witness signature: _____

Date: _____

A witness is someone who saw you sign this form.

Please send this form to the Review Team at gymnastics@humanrights.gov.au