



## LITTLE ATHLETICS ACT and ATHLETICS ACT

# INCLUSION POLICY

**POLICY NAME:** Inclusion Policy

**DATE OF ISSUE:**

**POLICY COVERAGE:** Little Athletics ACT (LAACT) and Athletics ACT (AACT) Board, Staff (Paid and Volunteer), LAACT Centres, AACT Clubs and Athletes

**DATE OF REVIEW:**

**CONTROLLING BODY:** Little Athletics ACT and Athletics ACT in respect of its members.

### 1. INTRODUCTION

Little Athletics ACT (LAACT) and Athletics ACT (AACT) aims to provide an inclusive environment at all participation levels in which barriers to involvement are removed and everyone feels welcome and comfortable to participate. It is important for LAACT and AACT, as the State parent bodies, to take a leadership role in supporting and encouraging a membership base in which diversity is recognized, respected, valued and welcomed. In addition, this policy seeks to ensure that LAACT and AACT registered members undertake practices that actively encourage membership diversity.

### 2. STATEMENT OF COMMITMENT

LAACT and AACT is committed to ensuring that the objectives in this Policy are implemented to reflect inclusive practices across all areas of participation.

### 3. SCOPE

Affiliated members of LAACT and AACT are required to adhere to this policy for the benefit of all members of the Association.

### 4. POLICY COVERAGE

LAACT and AACT's Inclusion Policy endeavours to promote diversity and equality in the LAACT and AACT communities. In particular, the policy focuses on individuals who are:

- Culturally and Linguistically Diverse (CALD)
- Aboriginal and Torres Strait Islander (ATSI)
- Individuals with disability
- Individuals with Social Isolation Issues

### 5. POLICY

- LAACT and AACT will take reasonable steps to identify and eliminate unlawful direct, indirect and systemic discrimination from its structures and practices and will ensure that people of all abilities are afforded reasonable opportunity to participate in all participation aspects of Little Athletics and Athletics.
- All LAACT and AACT employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment.

- LAACT and AACT will provide reasonable adjustments to competition guidelines to ensure that people of all abilities can successfully participate in all aspects of Little Athletics and Athletics.
- LAACT and AACT will provide educational opportunities to ensure officials and Centres and Clubs can be confident in creating an inclusive and welcoming environment.
- Members who require services or modifications have a responsibility to specify requirements to be met to assist LAACT and AACT and its Members to meet their commitments.
- This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in programs, services and facilities for all people the Policy focuses on.

## **7. REVIEW AND CHANGES TO THE POLICY**

This policy will be reviewed prior to the commencement of each LAACT and AACT Summer Season.

In addition to the annual review of this policy, recommendations for changes to the policy may be submitted to the Board for consideration at any time. In the event that changes are accepted the policy will be updated, dated and circulated to all stakeholders via the webpage, email and other methods deemed appropriate.