

East Gippsland Waterdragons Access & Equity Policy

Purpose

To ensure that the East Gippsland Waterdragons continues to strive towards access for diverse members and volunteers and that all people associated with the club are treated equally and fairly, with dignity and respect on all occasions.

Policy Statements

The club will:

- 1) Respect the rights, dignity and worth of every person and will treat everyone equally, regardless of age, gender, race, ability, religious belief, sexuality and/or preferences, or social/economic status.
- 2) Value the diversity of its participants and welcomes people of all abilities and backgrounds to participate within the club and all its activities.
- 3) Ensure equity is adopted across all areas of its operations including representation in areas of decision-making. The development of consistent and transparent procedures for selection, dealing with grievances, etc will assist in the fair treatment of those associated with the club.
- 4) Recognise the role every person plays to make the club a success. Success is not only measured by the competition results, but by the culture, feel and atmosphere of the club.
- 5) Commit to everyone having the right to enjoy their sport in a friendly and positive environment, free of harassment, intimidation, and abuse. All club members have a responsibility to oppose discriminatory behaviour and promote equality in opportunity.
- 6) Deal with any incidence of discriminatory behaviour seriously, according to club disciplinary guidelines and grievance procedures. These dealings should be transparent and consistent.
- 7) Help new members feel like they belong, by introducing them to other members, providing all information, and showing them around the club.
- 8) Ensure that where juniors are concerned, that equal learning opportunities and playing time are put ahead of winning.

Procedures

- 1) Relevant to this policy are procedures relating to selection, appointment of club positions, grievance and complaint procedures, junior coaching guidelines and member and volunteer induction.

Disclaimer/Notes

DISCLAIMER: While all care has been taken in the preparation of this material, no responsibility is accepted by the author(s) or GippSport, its staff, volunteers, or partners, for any errors, omissions, or inaccuracies. The material provided in this resource has been prepared to provide general information and guidance only. It is not intended to be relied upon or be a substitute for legal or other professional advice. No responsibility can be accepted by the author(s) or GippSport or its staff, volunteers, or partners for any known or unknown consequences that may result from reliance on any information provided in this publication.



Approval Date:	5 th June 2023	
Review Date:		
Version Number:	Version 1.0	
President	Name: Paul Newton	Sign:
Vice President	Name: Meagan Newstead	Sign: