

## East Gippsland Waterdragons Disability & Inclusion Policy

### Purpose

Our club welcomes every member of the community, regardless of their abilities. We will aim to include people of all abilities in our club in regular club activities such as competing, but also non-competition roles, to the greatest extent possible.

We will endeavour to make our club as accessible as possible for all - the type and level of competition (Eg. Social or competitive, junior or senior competition), the ability of the individuals involved at our club, and our club's capacity to implement modifications that promote inclusion.

### Policy Statements

- 1) We believe that sport is about fairness and equality, respect, and dignity. Sport teaches individuals how to strive and succeed; how to cope with success and disappointment; and it brings people together with a common goal.
- 2) We believe that everyone should be able to participate in, compete safely and enjoy all aspects of our sport – whoever they are, whatever their role and whatever their background or ability. This extends to all our participants, members, volunteers, and supporters.
- 3) We are committed to ensuring all people in our sport can participate safely in all forms of the sport and feel welcome in the team and club environment.
- 4) We will strive to make our club a safe place for all participants regardless of gender, religion, sexual orientation, age, race, nationality, ethnic background, or disability. We will work together, and individually, to keep our club free of discrimination, harassment and bullying in all forms.
- 5) We will challenge unacceptable behaviour and we will ensure there are procedures in place so that complaints and concerns can be raised and addressed professionally and sensitively.
- 6) We will encourage fair and equal opportunities in every aspect of our sport for those with a physical or intellectual disability who aspire to be a player/participant, coach, administrator, official, or manager.
- 7) We will work with our club members and stakeholders to (where possible) implement adjustments and deliver welcoming and accessible facilities, equipment, and rules for all our participants.
- 8) We will honestly address any modifications the club cannot currently implement.
- 9) We will provide all available information about other participation options outside our club (Eg. All Abilities Clubs/Leagues that increase opportunities for participation through major modifications).

Should you have any medical condition or disability please:

- 1) Communicate with the club and let us know how we can include you or your child in our club.
- 2) Understand the club will endeavour to implement any necessary modifications to allow you or your child to participate within our club environment.
- 3) Let the club know if you have any ideas or concerns to help us make our club a more inclusive environment for all.

### Procedures



### Complaints Procedure

- 1) The complaint should be filed, in writing, to the Club President and Committee, who may then refer the matter on to a Member Protection Information Officer or other relevant external parties for action.
- 2) The issue will then be dealt with, and disciplinary action may be applied, in accordance to the Member Protection By-Laws of the Club.

### Disclaimer/Notes

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