

Subject: Diversity and Equity Policy	Policy No: 2 – Version 1
	Effective: July 2016
Covers: All athletes, coaches, officials, volunteers and employees of athletics organisations in Tasmania	Revised: N/A
	Review Date: July 2017

Purpose: To provide guidelines in order to promote a safe, inclusive, respectful and equitable environment for all members of the Tasmanian athletics community. This policy provides Athletics Tasmania, its clubs, branches and associations with a guide to inclusive practices. The purpose of the Diversity and Equity Policy is to:

- Ensure that all members of the athletics community are treated equitably and with a level of mutual respect
- Reduce bias and prejudice
- Develop a range of practices and guidelines that actively counteract bias or prejudice
- Promote inclusive practices
- Encourage all members to communicate respectfully and fairly
- Avoid association members making comparisons between participants, staff and volunteers according to their background, abilities or additional needs.

Scope: This policy refers to all athletes, coaches, officials, volunteers and employees of athletics organisations within Tasmania and any activities sanctioned by Athletics Tasmania. It aims to ensure that the rights and wellbeing of all members and participants are respected and upheld.

Background: All members have a right to feel safe and secure in our athletics community. This Diversity and Equity Policy sets out guidelines that promote positive and safe relationships within the athletics community. These guidelines support appropriate attitudes and behaviour to ensure that all interactions are respectful and considerate.

Policy: The organisation is committed to the belief that all members have a right to participate in athletics activities that are conducted in an environment that is marked by safe and courteous interaction. We hold high expectations of member behaviour. Accordingly, we hold high expectations about the quality of interactions between all members of our community.

Athletics Tasmania is committed to creating a competitive environment that treats and respects people equally regardless of gender, age, socio-economic status, race, language, beliefs, additional needs and lifestyle.

Athletics Tasmania welcomes all members of the community, regardless of their abilities. We will include people with a disability, in both playing and non-playing roles to the greatest extent that we can.

Athletics Tasmania will endeavor to make our club as accessible as possible, based on the ability of individuals involved in our club, the type and level of competition in which they want to participate and our capacity to make modifications that promote inclusion.

All members of the Tasmanian athletics community must:

- Interact with other members of the athletics community equitably and respectfully
- Use language in person, as well as in policy documents and procedures, that promotes equity
- Practice and encourage empathy and fairness between community members
- Challenge stereotypes that promote prejudicial and biased behaviours and practices
- Counteract biased or prejudicial behaviours and practices
- Avoid making negative or prejudicial comparisons between community members
- Identify scenarios or situations that may create acts of prejudice or bias
- Support and encourage community members to be fair and respectful of others

Athletics Tasmania is committed to supporting members and participants with additional needs. 'Additional needs' can refer to members and participants with:

- Intellectual or cognitive impairment
- Language requirements, including oral language and hearing impairments and speakers of other languages
- Specific medical conditions, such as asthma, diabetes or anaphylaxis

Anti-bullying Practices and Guidelines

- Athletics Tasmania does not tolerate bullying behaviour from staff, volunteers, members or participants
- Members who feel threatened, overpowered, inadequate or insecure in the athletics community may be being bullied
- Types of bullying may include: sexual harassment, physical aggression, taunting, practical jokes, offensive language or visual material, inappropriate body language or physical contact
- Athletics Tasmania does not tolerate behaviours, language or practices that label, stereotype or demean others.

Identifying and Supporting Individual Needs

Athletics Tasmania recognises and values the differences and similarities that exist in athletes, officials, staff, volunteers and the wider community. Athletics Tasmania makes a commitment to:

- Put people first, with a focus on what they can do and finding out how they want to participate
- Ask each individual – and their parents if the participant is a child – for their advice about what modifications would help them to participate
- Where possible, make adjustments to our coaching, equipment, rules or playing environment and modifications to club premises
- Be open and honest if certain modifications or adjustments are not currently possible.
- Communicate with people and share association information in appropriate ways and formats
- Expect all members of our club to accept and welcome people with disability
- Make sure people of all abilities are included in our association's social activities and are recognised for their contribution and achievement
- Have strong policies to ensure that people can play sport and participate in our association activities without discrimination, harassment or bullying

Athletics Tasmania seeks open and honest communication with its members; members are encouraged to tell the association what we can do to include them in our club, and to talk to Athletics Tasmania if they have any concerns or ideas to help us make our association more inclusive. Members should understand that Athletics Tasmania will do

their best to make any necessary adjustments or modifications to assist in equitable participation.

Failure to abide by this Diversity and Equity Policy will result in a sanction of one or more of the following:

- The member or associate may be directed to leave the athletics venue immediately.
- The member may be required to undergo relevant counselling, training or re-education as deemed appropriate by Athletics Tasmania.
- The member may be excluded from athletics venues or events.
- The member may have their membership of athletics organisation(s) terminated.
- Contact may be made with appropriate authorities, such as the Police.

Relevant Legislative Acts

- *Age Discrimination Act 2004 (Cwlth)*
- *Disability Discrimination Act 1992 (Cwlth)*
- *Human Rights and Equal Opportunity Commission Act 1986 (Cwlth)*
- *Privacy Act 1988 (Cwlth)*
- *Racial Discrimination Act 1975 (Cwlth)*
- *Sex Discrimination Act 1984 (Cwlth)*