



State President

ACCESS & INCLUSION

Policy Statement

Social inclusion is about making sure everyone is able to participate as valued, respected and contributing members of society. It is also about the acceptance and equal treatment of members of the wider community regardless of their gender, gender identity, sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated. This policy provides DrillDance Queensland's position on the inclusion of all people.

This policy covers all DrillDance Queensland's areas of authority and applies to everyone involved in the activities of DrillDance including committee and Directors, staff, volunteers, players, coaches, administrators, parents and stakeholders.

Guiding principles

This policy is based on

- Inclusion principles - access, participation and support
- Essence of Australian Sport principles – fair play, respect, responsibility and safety
- Requirements under anti-discrimination and equal opportunity laws

This policy promotes:

- Social and community values
- The importance of valuing both participation and competition
- A respectful approach that values difference and diversity between people
- Treatment of people with respect, dignity and courtesy
- Good behaviour on and off the field (*in line with DrillDance Australia's Codes of Conduct and Rules & Regulations*)
- Equal opportunity and a fair go for all members.

The purpose of this policy is to help DrillDance Queensland take action to promote inclusion and prevent and manage problems associated with discrimination within DrillDance. Our aim is to provide an environment where all people feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.

Definitions

DrillDance Queensland embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment includes a focussed approach to actively encouraging and supporting the inclusion of, people of different genders, age, ethnicity, ability, religion, income, sexuality and race in all aspects of our sport. Our approach will be meaningful to each individual and equitable to all participants involved in DrillDance.

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Approved For Issue by



State President

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POLICY

DrillDance Queensland has adopted the following strategies to ensure its commitment to being an inclusive organisation.

- Consult with the community groups, affiliates and make strong relationships with other organisations to facilitate inclusive practices and remove barriers to participation
- Ensure minority populations are given the opportunity to participate in all aspect of DrillDance.
- Provide opportunities for all in coaching, officiating and leadership positions.
- Continue to provide Member Protection training for members
- Require our members to undertake practices that actively encourage and support participation by all, ensuring diversity is recognised, respected, valued and welcomed.

Reference

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Play by the Rules

Constitution & By Laws – DrillDance Queensland Incorporated

Constitution & By Laws – DrillDance Australia

Contact

State Secretary

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