

RICHMOND HARRIERS Inc.

Incorporation No A0024162J

ABN 87 130 962 899

INCLUSION POLICY

Introduction

Richmond Harriers embraces diversity and difference and is committed to providing a healthy sporting environment that is 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 athletics.

Rationale

Our rationale is that sport, and particularly athletics, can play a powerful role in contributing to the development of healthier communities and acceptance of differences between individuals by increasing participation, social connection, shaping acceptable social norms and promoting multiculturalism

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 and equal opportunity for all.
- 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 and providing a fair go for all members
- Good behaviour on and off the field (in line with Codes of Conduct and Rules & Regulations)

Policy Coverage

This policy covers all Richmond Harriers Inc. membership and applies to everyone involved in its activities including committee and Officers, volunteers, athletes, coaches, administrators, parents and other stakeholders.

Purpose

The purpose of this policy is to help Richmond Harriers take action to promote inclusion and prevent and manage problems associated with discrimination within the Club. 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.

Richmond Harriers Commitment

Richmond Harriers will seek to:

- identify and reduce barriers to participation for minority and under-represented populations
- wherever practicable, work with other community and athletic groups to facilitate inclusive practices.
- Ensure minority populations are given the opportunity to participate in all aspect of athletics.
- Provide opportunities for all in coaching, officiating and leadership positions.
- Continue to provide Member Protection best practice for all members
- Review processes for recruitment onto committees and volunteer positions
- Require our members to undertake practices that actively encourage and support participation by all, ensuring diversity is recognised, respected, valued and welcomed.

Related Policies

This inclusion policy should be read in conjunction with the Richmond Harriers Policies as adopted:

Athletics Victoria Member Protection Policy --Provides our position on harassment, discrimination, child protection. In addition it provides the procedure for dealing with complaints that may relate to this Inclusion policy.

Code of Conduct – Outlines the behaviour expected and required by the club as outlined in the Members Handbook.

Victorian Code of Conduct for Community Sport www.dpcd.vic.gov.au/sport/inclusive-sport/code-ofconduct

Victorian Equal Opportunity & Human Rights Commission www.humanrightscommission.vic.gov

Review, Additions or Amendments. Recommendations for changes can be submitted at any time to the Committee. If a change is consequently required, this will then be tabled for discussion at the next committee meeting. All changes to policy will be communicated with members and revised policy made available on the club website.
