



UNIVERSITY OF WESTERN AUSTRALIA VOLLEYBALL CLUB

POLICY TITLE	Inclusion and Diversity Policy
DATE APPROVED	7 th November 2015
APPROVED BY	UWAVC Executive Committee
LOCATION	UWA Sport & Recreation Centre, University of WA, Crawley, WA 6009 Sand Sports, Verdun Street & Smyth Road, North Beach, WA 6020 Loftus Recreation Centre, Corner Vincent Street & Loftus Street, Leederville, WA 6007

Overview

The University of Western Australia Volleyball Club (UWAVC) aims to provide a fair, equitable and productive environment for all members. This policy sets out the general approach of UWAVC to ensure that anyone participating or wishing to participate is able to do so in a discrimination- free environment, where they feel:

- Welcome
- Represented
- Included in decision making
- Free from harassment and discrimination

Background

Australia is a diverse nation, comprising of many cultures and communities. This diversity should be seen as a strength and used for the development of a tolerant and cohesive country.

UWAVC recognise that some sections of society have been denied an opportunity to participate in the sport and wish to implement a policy that ensures that everyone is treated fairly and avoid practices that could discriminate directly or indirectly towards certain sections of society. In order to achieve this UWAVC recognise that in some instances, unequal distribution of effort and resources may be required. This

may be necessary when sections of society are faced with barriers that prevent or restrict their participation in volleyball.

UWAVC will also advocate that all those involved in the sport must demonstrate the appropriate standards of conduct and treat everyone fairly.

Policy Application

1. This policy applies to all UWAVC members and all other people or organisations which by agreement or otherwise, are bound to comply with this policy (including contractors, committee members, administrators, volunteers and attendees at functions of UWAVC).
2. This policy applies to behaviour and practices occurring during the course of UWAVC business, activities, competitions and events
3. This policy applies to members from all sections of society, including, but not limited to:
 - Culturally and Linguistically Diverse (CALD)
 - Indigenous
 - Individuals with a disability
 - Sexual orientation
 - Gender

Responsibilities

UWAVC's role and contribution in making this policy work is to:

1. prepare a policy statement
2. take all reasonable steps necessary to ensure that everyone in the organisation knows:
 - what diversity and inclusion is
 - that harassment and discrimination is against the law and that it will not be tolerated

This will be achieved by

- ensuring all UWAVC personnel are educated and trained with the policy
 - including a copy of the policy on the UWAVC website
 - notifying participants in all UWAVC activities and / or events that they will be required to comply with this policy
3. take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practice
 4. ensure that diversity, inclusion / engagement principles permeate throughout the organisational strategic and development plans
 5. ensure members and volunteers, within their areas of responsibility, take reasonable steps to remove any barriers to programs and services which may

exist

6. encourage individuals from all communities to become involved at any level of participation, coaching, officiating and committee/volunteering
7. monitor the profile of members and volunteers and the ongoing impact of any inclusion / engagement programs

The UWAVC members and spectators role and contribution is to:

1. Comply with this policy and ensure information is made available
2. Ensure all significant personnel are familiar with the policy and required procedures at each level of the UWAVC committee.
3. Collaborate with UWAVC committee members to implement best practice
4. Report any areas of concern to UWAVC within a timely manner

Policy Statement

UWAVC will take all complaints seriously and will ensure they are dealt with promptly, sensitively and confidentially. Disciplinary action may be taken against a person who is found in breach of this policy, in accordance with the Member Protection Policy.