



**ONE
NETBALL**



**Pillars of
Inclusion**

WHAT TO INCLUDE IN AN INCLUSION POLICY STATEMENT

When putting together a policy document that addresses discrimination and equal access for members of your Club or Association, it does not have to be a complex or large document, rather something that simply outlines your position on inclusion.

You can develop a document that specifically relates to discrimination and equality or you can embed an inclusive policy statement into your existing Club policies (Member Protection or general welfare policies). Make sure to incorporate the input from a range of people within the Club/Association and the wider community when developing your policy statement.

Following is an example of what your Club or Association could include in an inclusion policy (and/or statement):

SAMPLE INCLUSION POLICY STATEMENT

Our Club/Association is welcoming and we will seek to include members from all areas of our community.

At all times and in all situations our Club/Association will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from structures and practices and ensure that all members are afforded reasonable opportunity to participate in and gain access to club programs and services.

All employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers that exist to programs and services, and the physical, social, and virtual environment.

People with disability

Where possible we will include people with disability in our teams and Club/Association. We will make reasonable adaptations to enable participation.

People from diverse cultures

We will support and respect people from diverse cultures and religions to participate in our Club/Association and where possible will accommodate requests for flexibility (including modifications to uniforms).

Sexual and Gender Identity

All people, regardless of their sexuality, are welcome at our Club/Association. We strive to provide a safe environment for participation and will take action over any homophobic behaviour.

This policy will be regularly evaluated and revised to maintain relevant continuous improvement in Club/Association programs, services and facilities for people from different backgrounds, cultures, genders and abilities.

Once your policy statement is in place ensure you make your policy public. Do this by putting it in newsletters, on your website, or simply post it on a wall within the Club/Association facility.