



BELLARINE SHARKS A.F.C.

EQUITY, ACCESS & INCLUSIVE POLICY

PURPOSE

To ensure that Bellarine Sharks A.F.C continues to strive towards access for diverse members and volunteers and that all people associated with the club are treated equally and fairly, with dignity and respect.

POLICY

The club will:

- Value the diversity of its participants and welcomes people of all abilities and backgrounds to participate in the club
- Ensure equity is adopted across all areas of its operations including representation in areas of decision-making. The development of consistent and transparent procedures for selection, dealing with grievances etc will assist in the fair treatment of those associated with the club
- Respect the rights, dignity and worth of every person and will treat everyone equally, regardless of age, gender, race, ability, religious belief, sexuality and /or preferences or social / economic status
- Recognise the role every person plays to make the club a success. Success is not only measured by the on-field results, but by the feel and atmosphere of the club
- Commit to everyone having the right to enjoy their sport in a friendly and positive environment, free of harassment and intimidation and abuse. All club members have a responsibility to oppose discriminatory behaviour and promote equality in opportunity
- Deal with any incidence of discriminatory behaviour seriously, according to club disciplinary guidelines and grievance procedures. These dealings should be transparent and consistent
- Help new members feel like they belong, by introducing them to other members and showing them around the club
- Ensure that where juniors are concerned, that equal learning opportunities and playing time are put ahead of winning.

PROCEDURES

Relevant to this policy are procedures relating to selection, appointment of club positions, grievance and complaint procedures, junior coaching guidelines and member and volunteer induction.