



Gymnastics Queensland

10/866 Main Street
Woolloongabba Qld 4102

 Gymnastics Queensland	INCLUSION POLICY	Approval Date:	12 August 2016
		Policy No:	GQPOL-07
		Version No:	1
		Review Date:	August 2017

APPROVAL

Endorsed by the Board of Directors of Gymnastics Queensland.

Name: Tracie Brooks

Position: President

Signature:



Date: 12/08/2016

1. INTRODUCTION

Through this policy Gymnastics QLD aims to provide a fair, equitable and inclusive environment for all people regardless of their race, religion, disability, sexual orientation, gender, age, marital status, and carers' responsibilities.

Under federal and state laws, it is against the law to discriminate against people (treat them unfairly compared with others), or to harass them, in various areas of public life. Gymnastics QLD sees these laws as the minimum standard for providing a fair, equitable and inclusive environment. This strategy aims to build upon this minimum standard by putting in place a framework that promotes practices and programs that are accessible, fair, equitable and inclusive for all people.

2. STATEMENT OF PRINCIPLE

Gymnastics QLD welcomes, encourages and supports the inclusion of all people in all areas of the organisation to ensure they feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Free from discrimination and vilification

3. OBJECTIVES

This policy's strategy is founded upon six guiding principles:

1. Access:

Gymnastics QLD will make services available to everyone who is entitled to them, free of any form of discrimination on the basis of a person's country of birth, language, culture, race or religion.

2. Equity:

Gymnastics QLD will develop and deliver services on the basis of fair treatment of all those who are eligible to receive them.

3. Communication:

Gymnastics QLD will take reasonable steps to inform eligible members of the services available, their entitlements, and how they can obtain them. Gymnastics QLD shall also consult with members regularly about the adequacy, design and standard of services.

4. Responsiveness:

Gymnastics QLD will be sensitive to the needs and requirements of members from diverse linguistic and cultural backgrounds, and be responsive as far as practicable to the particular circumstances of individuals.

5. Effectiveness

Gymnastics QLD will be focused on meeting the needs of members from all backgrounds.

6. Efficiency

Gymnastics QLD will optimise the use of available resources through a user-responsive approach to service delivery that meets the needs of members.

4. RESPONSIBILITIES

Gymnastics QLD management, employees, volunteers and members commit to ensuring all are educated in diversity, access and equity awareness and are responsible for ensuring that we endeavour to promote equality and diversity within all areas of the business.

Gymnastics QLD acknowledges that its legal and moral responsibilities cover the areas of:

- access in the provision of services offered by Gymnastics QLD
- access in employment by Gymnastics QLD
- access in the provision of information offered by Gymnastics QLD
- access to training and development offered by Gymnastics QLD
- access to events hosted by Gymnastics QLD

5. POLICY APPLICATION

- Gymnastics QLD will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that people of all race, religion, disability, sexual orientation, gender, age, marital status and carers' responsibilities are afforded reasonable opportunity to participate in all participation aspects of gymnastics.
- All Gymnastics QLD employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment.
- Gymnastics QLD will provide reasonable recommendations to its Members offering Gymnastics for All programs to ensure that people of all ages and abilities can successfully participate in all aspects of gymnastics.
- Gymnastics QLD will provide educational opportunities to ensure officials and clubs can be confident in creating an inclusive and welcoming environment.
- People with disabilities who require services or modifications have a responsibility to specify requirements to be met to assist Gymnastics QLD and its' Members to meet their commitments.
- This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in programs, services and facilities for people with disabilities.

6. MONITORING AND REVIEW

This policy will be monitored and reviewed annually by the Board of Gymnastics QLD.