



# **Diversity & Inclusion Policy**



# Indoor Beach Volleyball Federation of WA - Diversity & Inclusion Policy

## Overview

Indoor Beach Volleyball Federation of Western Australia aims to provide a fair, equitable and productive environment for all members. This policy sets out the general approach of Indoor Beach Volleyball Federation of Western Australia 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.

Indoor Beach Volleyball Federation of Western Australia 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 Indoor Beach Volleyball Federation of Western Australia 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.

Indoor Beach Volleyball Federation of Western Australia 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 IBVFWA members and all other people or organisations which by agreement or otherwise, are bound to comply with this policy (including contractors, Federation Member Centres, employees, administrators, volunteers and attendees at functions of IBVFWA).
2. This policy applies to behaviour and practices occurring during the course of IBVFWA 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



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### Responsibilities

IBVFWA'S role and contribution in making this policy work is to:

1. prepare a policy statement as a part of the IBVFWA Anti-Harassment and Membership Protection Policies
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

- including a copy of the Policy in Policy and Procedures Manual
  - distributing the Policy to all Associations and Clubs
  - ensuring all IBVFWA and Club / Association personnel are educated and trained with the policy
  - including a copy of the policy on the IBVFWA website
  - notifying participants in all IBVFWA activities and / or events that they will be required to comply with this policy
1. take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices
  2. ensure that diversity, inclusion / engagement principles permeate throughout the organisational strategic and development plans
  3. ensure employees and volunteers, within their areas of responsibility, take reasonable steps to remove any barriers to programs and services which may exist
  4. ensure that the design and delivery of programs are undertaken in consultation with relevant communities or bodies and are relevant to the interests and needs of the target audience
  5. encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management
  6. adopt good practice in recruitment, training and supervision of all employees and volunteers, and provide guidance to our affiliated clubs / associations
  7. monitor the profile of members, volunteers and employees and the ongoing impact of any inclusion / engagement programs
  8. review and evaluate this policy on an annual basis through consultation to maintain continuous improvement in programs, services and facilities

The Member Centres, IBVFWA 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 IBVFWA Network.
3. Collaborate with IBVFWA staff to implement best practice
4. Report any areas of concern to IBVFWA within a timely manner

### Policy Statement

IBVFWA 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 Complaints Management Procedure.

Reviewed by the Indoor Beach Volleyball Federation of Western Australia Board - February 2016

