

Tasmanian Ultimate Association (TUA) Inc

Inclusion Policy

(last updated: 25/08/2013)

(last reviewed: never)



tasmanian ultimate
ASSOCIATION

1. Policy Introduction

The TUA is committed to providing a sport environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

The TUA has developed this Inclusion Policy in order to encourage the participation of all groups in the community in our sport and to reflect good practice regarding effective inclusion.

The TUA recognises that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their age, disability, family responsibilities, gender identity, homosexuality or sexual orientation, irrelevant medical or criminal record, marital status, political belief, pregnancy or breastfeeding, race, religion, sex, social origin and/or trade union membership/activity.

The TUA prohibits all forms of harassment and discrimination based on personal characteristics listed in the **Definitions**. Discrimination and harassment are extremely distressing, offensive, humiliating and/or threatening and create an uncomfortable and unpleasant environment. In most circumstances discrimination and harassment are against the law.

The TUA will not tolerate discriminatory or harassing behaviour under any circumstances and will take disciplinary action against anyone who breaches policy.

2. Scope

2.1 This policy applies to all employees, directors, officers, volunteers, coaches, athletes, officials, professional personnel and members of the TUA.

2.2 This policy applies to behaviour occurring both within and outside the course of the TUA's business, activities and events, when the behaviour involves individuals associated with the TUA and negatively affects relationships within the organisation's sport and work environment.

3. Definitions

The Australian Concise Oxford Dictionary defines *inclusion* as:

“the action or state of including or of being included within a group or structure”

Australian Flying Disc Association Member protection policy Version 4 (June 2012) defines *Discrimination* as meaning:

“treating or proposing to treat someone less favourably than someone else because of a particular characteristic in the same or similar circumstances in certain areas of public life (this is Direct Discrimination). The law also covers Indirect Discrimination.

This is imposing or intending to impose an unreasonable requirement, condition or practice that is the same for everyone, but which has an unequal or disproportionate effect on individuals or groups with particular characteristics. The characteristics covered by discrimination law across Australia are:

- Age;
- Disability;
- Family/carer responsibilities;
- Gender identity/transgender status;
- Homosexuality and sexual orientation;
- Irrelevant medical record;
- Irrelevant criminal record;
- Political belief/activity;
- Pregnancy and breastfeeding;
- Race;
- Religious belief/activity;
- Sex or gender;
- Social origin;
- Trade union membership/activity.

Some States and Territories include additional characteristics such as physical features or association with a person with one or more of the characteristics listed above”.

4. The TUA’s Responsibilities

4.1 The TUA is responsible for taking all reasonable steps to prevent harassment and discrimination, ensuring its position is widely known through all levels of the organisation’s activities.

4.2 The TUA will ensure that appropriate procedures are identified to handle harassment and discrimination complaints.

4.3 All employees, members, professionals and other persons associated with the TUA are responsible for complying with this policy.

5. TUA Actions to promote Inclusion

In order to facilitate this inclusion policy the TUA will:

- Provide a positive and welcoming environment on all TUA programs.
- Promote Ultimate Flying Disc to a broader community spectrum (through advertising upcoming courses and programs in a variety of locations and not just through the current Ultimate Flying Disc community sources).
- Encourage people from all demographics and background to get involved.
- Focus on people's abilities and not their limitations or barriers, and acknowledge there are different aspects of the TUA and its affiliated clubs Core Business where people can be involved.
- Acknowledge and work on any areas of the TUA and its affiliated clubs programs that may need to be adjusted to be more inclusive for participation from a broader cross-section of the community.
- Provide advice, and training on appropriate playing and safety equipment for people of all abilities.
- Look at developing specific programs to help target community areas that may not normally have access to Ultimate Flying Disc opportunities.
- Support instructors/coaches by providing appropriate information, messages and training if required on expected standards of behavior and awareness of inclusive practices.
- Acknowledge that while some people with specific needs may require assistance in some areas of participation (i.e. people with more limited physical capabilities), their involvement in other areas of competence will not be met with unusual or extraordinary treatment.
- The TUA and its affiliated clubs will regard every person as an active and contributing participant.

Related Policies

Australian Flying Disc Association Member protection policy Version4.0 – June 2012

(http://www.afda.com/resources/policies/MPP_20120630.pdf)

Tasmanian Ultimate Association (TUA) Inc Anti-Harassment Policy - 22 February 2013

Tasmanian Ultimate Association (TUA) Inc Child Protection Policy - 22 February 2013