

POLICY NAME:	Birralee Gymnastics Anti Discrimination & Harassment Policy
DATE OF ISSUE:	October 2019
POLICY COVERAGE	Birralee Gymnastics Inc Committee of Management, staff, volunteers, parents, participants and spectators. All Birralee Gymnastics events and activities including competitions, education courses, workshops, meetings, seminars or any other activities organized by Birralee Gymnastics Inc.
DATE OF REVIEW	Biennial
CONTROLLING BODY	Birralee Gymnastics Inc

### 1. INTRODUCTION

The purpose of this policy is to provide Birralee Gymnastics Inc a statement of position regarding Anti Discrimination and Harassment of people of all abilities, and/or social isolation issues. It is important for Birralee Gymnastics Inc to take a leadership role in supporting and encouraging a membership base in which diversity is recognized, respected, valued and welcomed. In addition, this policy also seeks to ensure that Birralee's registered members also undertake practices that actively encourage membership diversity. Birralee Gymnastics is committed to ensuring that the objectives in this Policy and the supporting strategies are implemented to reflect inclusive practices across all areas of participation.

### 2. POLICY STATEMENT

Birralee Gymnastics opposes all forms of discrimination, harassment and bullying. This includes treating or proposing to treat someone less favorably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening; whether it is face-to-face, indirectly or via communication technologies such as mobile phone, or social media. Discrimination, harassment and bullying based on personal characteristics are against the law. If any person feels they are being harassed or discriminated against by another person bound by this policy, please refer to our Grievance Policy. This will explain the procedures on what to do about the behaviour and how Birralee will deal with the problem. Having an Anti Discrimination and Harassment policy will ensure that a consistent best practice approach is adopted. Therefore promoting and encouraging the participation of people of all abilities, ethnicities and religion and gender in gymnastics will help create a more diverse and active membership base that recognizes the value that people of all backgrounds can bring. In the same manner inclusion refers to the acceptance and equal treatment of members of the wider community who may feel excluded by reason of culture, nationality, isolation, or other isolating factors

### 3. SCOPE

This policy aims to actively encourage and support the participation of all in the sport of gymnastics. This should be done in a way that is meaningful to each individual and is equitable to other participants.

#### **4. POLICY**

- 4.1 Birralee will strive to actively identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that all people are given optimal opportunity to participate.
- 4.2 All Birralee Committee, staff, officials, members and volunteers shall, within their areas of responsibility, take appropriate steps to recognize and remove any barriers which exist to programs and services, within the physical, social, and virtual environment of gymnastics. This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in programs, services and facilities for people of all abilities and backgrounds

#### **5. ADDITIONS OR AMENDMENTS**

Recommended changes to this policy may be submitted to Birralee Gymnastics Committee of Management for consideration at any time. Should changes be accepted, the policy will be updated, dated and circulated to all relevant stakeholders.

Birralee Gymnastics is committed to ensuring all policies are up-to-date and reflect current times, therefore reviews are undertaken biennial.

- 5.1 This policy will be reviewed by the Committee of Birralee Gymnastics Inc on a biennial basis.

#### **6. POLICY PROMOTION**

- 6.1 This Policy will be made available to all members via the Birralee Gymnastics website at [www.birraleegymnastics.com.au](http://www.birraleegymnastics.com.au)
- 6.2 This policy will be communicated to all staff, committee, technical coaches, coaches, parents and volunteers.
- 6.3 References to this policy will be included in the information documents that are provided to all officials that represent Birralee Gymnastics Inc.

Written By: Carolyn Herrmann

Approved By: Birralee Gymnastics Inc Committee of Management

Endorsed : 26th September, 2014

Reviewed: September 2015, September 2016, October 2017, 2019

Date for Review: October 2021