



REG NO. A0019001H

Inclusion and Diversity Policy

(Includes Equal opportunity and Sexual Harassment)

Policy Statement:

At Highvale Netball Club, we value the human rights of every player and club official and we take our obligations under anti- discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Our core value is Respect: respect for self, respect for others and respect for the community. We have a strong commitment to making sure every member of our community, regardless of background or personal abilities, is treated with respect and dignity. We strive to provide a safe, inclusive, and supportive environment for all members to enjoy the team sport of netball.

This policy refers to inclusion and diversity in relation to players, coaches, club officials and their families and should be read in conjunction with the Player/Coach/ Parent & Guardian Code of conducts.

Definitions:

➤ **Personal attribute:** a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include:

<ul style="list-style-type: none"> - race - disability - sex - sexual orientation - gender identity - age - pregnancy / breastfeeding - carer and parental status 	<ul style="list-style-type: none"> - marital or relationship status - religious belief or activity - political belief or activity - intersex status - physical features - employment activity - lawful sexual activity 	<ul style="list-style-type: none"> - industrial activity - expunged homosexual conviction - personal association with anyone who is identified with reference to any protected attribute.
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➤ **Direct discrimination:** unfavourable treatment because of a person’s protected attribute.

➤ **Indirect discrimination:** imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.



- **Sexual harassment:** unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel violated/offended, humiliated, or intimidated. It may be physical, verbal, visual or written.
- **Disability harassment:** humiliating comments or actions about a person’s disability.
- **Vilification:** conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people based on their race or religion.
- **Victimisation:** subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

Inclusion and Diversity:

At Highvale Netball Club, we value the diversity of our netball community and work to ensure the netball club is inclusive of all players, officials, and their families.

The individual needs of our players are important to our club and every effort will be made to accommodate the individual needs of players in our teams. Highvale is a relatively small club, and we need certain numbers in order to field teams. When constructing teams each player’s individual circumstances is considered to ensure that they are enjoying netball and continuing to develop their skills, whilst also meeting the needs of the Club. Discussions with players and families will ensue so that everyone understands the placement.

Guidelines	Program
Highvale Netball club is committed to creating a netball community where all members are welcomed, accepted and treated equitably and with respect, regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at netball.	<p>The club value of respect for others frames all our interactions within the netball community and will form the basis for how all members of the netball community interact with each other.</p> <p>The clubs will ensure our overall communication have positive messages regarding inclusion and diversity that promote a culture where everyone is treated with respect and dignity.</p>
Highvale Netball Club will focus on the attitudes and behaviours that demonstrate respect, to create and maintain a calm and safe training and playing environment that contributes to positive learning, engagement and wellbeing outcomes for all members of our club regardless of difference.	All Highvale Netball committees and teams will address the need to provide an environment free from discrimination and/or harassment.



<p>Highvale Netball Club will provide a safe environment free from all forms of discrimination, harassment and disrespectful behaviour and will actively encourage positive non-discriminatory attitudes and behaviour in all its players, families, and committee members.</p>	<p>Bullying, unlawful discrimination, harassment, vilification and other forms of disrespectful or inappropriate behaviour targeting individuals or groups will not be tolerated at Highvale Netball Club. This includes language or practices that label, stereotype or demean others in our community.</p> <p>Players, coaches, families, or committee members who may have experienced or witnessed bullying, unlawful discrimination, disrespectful behaviour, harassment or vilification are encouraged to speak up and to let their President/Co-president/Vice President know to ensure they can be fully supported, and the inappropriate behaviour of others can be addressed.</p> <p>Perpetrators of bullying, unlawful discrimination, disrespectful behaviour, harassment or vilification behaviour will be dealt with in line with the Highvale Netball Club Anti-Bullying and Harassment Policy.</p> <p>Parents of players who are concerned about unlawful discriminatory actions of volunteers towards players should raise the issue with a member of the Executive Committee. The Executive Committee will deal with the issue in relation to Highvale Netball / Netball Victoria processes and procedures.</p>
<p>Highvale Netball Club will ensure that players are not discriminated against (directly or indirectly) on the basis of a recognised personal attribute, and where necessary, are reasonably accommodated to participate in their netball activities.</p>	<p>Highvale Netball Club will make reasonable adjustments to accommodate players with a disability to participate in netball games and training on the same basis as other players.</p> <p>A reasonable adjustment is a measure or action taken to assist players with disabilities to participate in their netball on the same basis as their peers.</p> <p>In determining whether an adjustment is reasonable Highvale Netball Club will balance the needs of the individual player with the needs of other players and coaches and take into account:</p> <ul style="list-style-type: none"> ➤ The nature of the players disability ➤ His or her preferred adjustment ➤ Any adjustments that have been provided previously ➤ Any recommended or alternative adjustments.