

# INCLUSION POLICY

## 1 PURPOSE

The purpose of this policy is to help WA Squash take action to promote inclusion and prevent and manage problems associated with discrimination within Squash. Our aim is to provide an environment where all people feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.

## 2 SCOPE

This policy applies to all WA Squash Staff and Members, including players, coaches, officials, referees and markers, and professional and volunteer support staff.

## 3 RESPONSIBILITIES

This policy covers all WA Squash areas of authority and applies to everyone involved in the activities of WA Squash including Board Members, Committee Members, staff, volunteers, players, coaches, administrators, referees, markers, officials, parents and stakeholders.

## 4 POLICY STATEMENT

WA Squash embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment includes a focussed approach to actively encouraging and supporting the inclusion of people of different genders, age, ethnicity, ability, religion, income, sexuality and race in all aspects of our sport. It is our aim that our approach will be meaningful to each individual and equitable to all participants involved in Squash.

## 5 POLICY

Social inclusion is about making sure everyone is able to participate as valued, respected and contributing members of society. It is also about the acceptance and equal treatment of members of the wider community regardless of their gender, gender identity, sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated. This policy provides WA Squash's position on the inclusion of all people.

### 5.1 The Role of Sport in Inclusion

Sport can play a powerful role in:

- Contributing to the development of healthier communities and individuals
- Increasing social connection and shaping acceptable social norms
- Promoting multiculturalism

Research shows that lower than average participation rates in some population groups, compounded by discrimination when participating in sport.

It is important that WA Squash takes an active leadership role in supporting and encouraging diverse participation in all aspects of Squash, including coaching, officiating and administrative roles.

## 5.2 Principles

This policy is based on:

- Inclusion principles - access, participation and support
- Essence of Australian Sport principles – fair play, respect, responsibility and safety
- Requirements under anti-discrimination and equal opportunity laws

This purpose of this policy is to promote:

- Social and community values
- The importance of valuing both participation and competition
- A respectful approach that values difference and diversity between people
- Treatment of people with respect, dignity and courtesy
- Good behaviour on and off the field (in line with WA Squash Codes of Conduct and WA Squash Rules & Regulations)
- Equal opportunity and a fair go for all members

## 5.3 WA Squash's Commitment to Inclusion

WA Squash has adopted the following strategies to ensure its commitment to being an inclusive organisation. WA Squash will:

- Actively identify and reduce barriers to participation for minority and under-represented populations
- Consult with the community groups, affiliates and make strong relationships with other organisation to facilitate inclusive practices and remove barriers to participation
- Ensure minority populations are given the opportunity to participate in all aspect of Squash.
- Provide opportunities for all in coaching, officiating and leadership positions.
- Continue to provide Member Protection training for WA Squash staff and affiliates
- Review processes for recruitment onto the WA Squash Board, Sub Committees, Paid positions and volunteer positions.
- Require our members to undertake practices that actively encourage and support participation by all, ensuring diversity is recognised, respected, valued and welcomed.

## 6 OTHER RESOURCES

Relevant websites:

- Play by the Rules – [www.playbytherules.net.au/](http://www.playbytherules.net.au/)
- WA Squash Code of Conduct and other Policies – <https://wasquash.com.au/regulations/>

## 7 ACCOUNTABILITIES

WA Squash is responsible for ensuring that staff and members have read and understand the requirements of this policy.

WA Squash staff and members are responsible for abiding by this policy at all times.

## 8 RELATED DOCUMENTS

This inclusion policy should be read in conjunction with:

- Squash Australia Member Protection Policy
- WA Squash Code of Conduct
- Racial Discrimination Act (1975)
- Sex Discrimination Act (1984)
- Age Discrimination Act (2004).
- Disability Discrimination Act (1992)

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