

Diversity & Inclusion Policy

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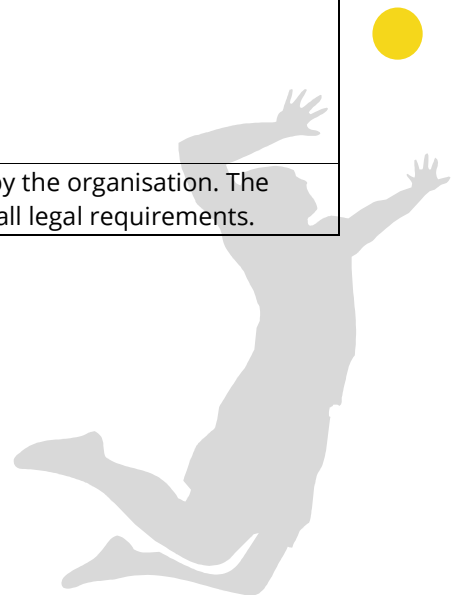
Last Reviewed: March 2025

Next Review: March 2028

Applicable Legislation:

- Racial Discrimination Act 1975
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Criminal Code Amendment (Racial Vilification) Act 2004.

This policy will be reviewed every three years or earlier if required by the organisation. The review will ensure it reflects both the community expectations and all legal requirements.



Purpose Statement

For the purposes of this policy, WA Volleyball Association Incorporated will be referred to as Volleyball WA or VWA.

Volleyball WA aims to provide a fair, equitable and productive environment for all members. This policy sets out the general approach of Volleyball WA 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
- Individual privacy rights are respected

Policy Application

This policy applies to all VWA employees, contractors, volunteers, members and all other people or organisations which by agreement or otherwise, are bound to comply with this policy.

This policy applies to behaviour occurring during VWA business, activities, competitions, and events.

Definitions

The following definitions are listed to provide clarity for this policy

- **Diversity** is the mix of peoples' different attributes and backgrounds (i.e. race, ethnicity, gender, age, disability, sexual identity/orientation, religion).
- **Inclusion** is pro-active behaviours, options and actions to make people from all backgrounds, ages and abilities feel welcome, respected and that they belong.
- **Member** means an individual, club, affiliated club, or association who is a member of VWA.
- **Staff** refers to employees, contractors, volunteers, and unpaid students on placement.
- **VWA** means Volleyball WA.

Background

VWA aims to promote a safe, welcoming and respectful culture where everyone feels welcome and accepted regardless of age, gender, ability, socio economic status or cultural, ethnic or religious background. Volleyball WA recognises that inclusion is about making sure our Association reflects the diversity of our local community and we are committed to working towards achieving this. VWA believes that everyone has the right to be involved, and it's beneficial to all when our volleyball community represents and reflects the whole local community.

Volleyball WA recognises 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 VWA recognises 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.

Volleyball WA will also advocate that all those involved in the sport must demonstrate the appropriate standards of conduct and treat everyone fairly.

Policy Statement

This policy endeavours to promote diversity and inclusion amongst our volleyball community. In particular, examples include:

- Multicultural
- Aboriginal and Torres Strait Islander
- Persons with an intellectual and/or physical disability
- LGBTQIA+ (lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual and other people of diverse orientations and/or gender identities)
- Others

VWA's role and contribution in making this policy work is to:

- 1) Prepare a policy statement as a part of the VWA 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.
 - Committing to educating VWA and Club / Association personnel in regards to this policy.
 - Informing, supporting and empowering our VWA and Club / Association personnel and members in relation to inclusion and diversity issues.
 - Including a copy of the policy on the VWA website.
 - Notifying participants in all VWA activities and / or events that they will be required to comply with this policy.
- 3) Take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices.
 - 4) Ensure that diversity and inclusion principles permeate throughout the organisational strategic and development plans.
 - 5) Ensure employees and volunteers, within their areas of responsibility, take reasonable steps to remove any barriers to programs and services which may exist and be honest and explain if certain modifications or adjustments are not currently possible.

- 6) 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.
- 7) Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management.
- 8) Ensure that an individual's privacy rights are respected.
- 9) Take reasonable steps to ensure information provided is accessible, child-friendly and culturally safe.
- 10) Adopt good practice in recruitment, training and supervision of all employees and volunteers, and provide guidance to our affiliated clubs / associations.
- 11) Monitor the profile of members, volunteers and employees and the ongoing impact of any diversity and inclusion programs.
- 12) Review and evaluate this policy on an annual basis through consultation to maintain continuous improvement in programs, services and facilities.
- 13) Support participation in our sport in Western Australia on the basis of the gender with which a person identifies. Volleyball WA recognises that excluding people from participating in sporting events and activities because of their gender identity may have significant implications for their health, wellbeing and involvement in community life.

The Clubs / Associations, VWA members and spectators' role and contribution is to:

- 1) Ensure that persons comply with this policy and information is made available.
- 2) Ensure all significant personnel are familiar with the policy and required procedures at each level of the VWA Network.
- 3) Collaborate with VWA staff to implement best practice.
- 4) Report any areas of concern to VWA within a timely manner.

Policy Breaches

VWA will take all breaches of the policy 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.

If a criminal offence is considered to have been committed, the appropriate authorities will be contacted for advice and guidance.

Document Control

Version History

| Date | Version number | Executive Summary of changes |
|---------------|----------------|--|
| December 2014 | 1.0 | <ul style="list-style-type: none">This new policy was adopted in December 2014. |
| March 2022 | 2.0 | <ul style="list-style-type: none">Policy updated onto new policy template.Under VWA's role and contribution in making this policy work, a further paragraph has been added - Number 13. |
| December 2025 | 2.0 | <ul style="list-style-type: none">Updated legal name "WA Volleyball Association Incorporated will be referred to as Volleyball WA or VWA." as required by CCIWA |

Appendix & Relevant Procedures

This policy is to be read in-conjunction with the following:

- VWA Anti-Harassment Policy
- VWA Child Safeguarding Policy
- VWA Complaint Management Policy
- VWA Constitution
- VWA Employee Induction Policy
- VWA Member Protection Policy Statement
- VWA Membership Policy
- VWA Member Disciplinary Policy
- VWA Privacy Policy
- VWA Staff Appointment Policy
- VWA Staff Misconduct Policy
- VWA Work Experience and Volunteer Placement Policy