

# Northcote Swimming Club Inclusion Policy

## **Policy Statement**

Northcote Swimming Club (NSC) is committed to ensuring programs, services and activities are available to all individuals. NSC encourages respect for athletes with a disability and of diversity of ability, cultural, racial or social backgrounds. This Policy applies to all staff and members of MVC

## **Principles**

- Club programs, services and activities are available and accessible to every athlete
- Athletes with disabilities have the same opportunity to access the Club programs, services and activities as able bodied athletes and are integrated into those programs, services and activities
- Athletes, staff, families and carers will not be treated unfairly, or discriminated against
- Opportunity is provided for all members and staff to participate in the sport of swimming and to develop to their full potential
- Members and staff are encouraged to respect and support other members and staff, officials, supporters and the broader community
- Employment opportunities at NSC are open to all applicants with appropriate qualifications

## **Strategies**

- NSC will nominate a member of the Committee of Management as Member Welfare Officer and advise all staff and members of the grievance process
- NSC will ensure events are organised so they are accessible to athletes with disabilities
- If additional athlete needs are identified MVC will seek appropriate resources to ensure the Club can continue to meet the needs of all athletes
- NSC will plan for the ongoing assessment of its Development Pathway to ensure it continues to address the needs of all athletes
- NSC will record any information relevant to ensuring each athlete can participate safely in the sport of swimming
- Any future programs, services and activities will be designed and administered to provide opportunity for all athletes to reach their full potential
- NSC will provide support for staff through appropriate professional development activities, ongoing mentor relationships and staff review processes