



MELBOURNE VICENTRE SWIMMING CLUB INCLUSION POLICY

Policy Statement

Melbourne Vicentre Swimming Club (MVC) is committed to ensuring programs, services and activities are available to all individuals. MVC 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, because of a personal characteristic protected by law¹
- 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 MVC are open to all applicants with appropriate qualifications

Strategies

- MVC will include an Athlete representative on the Committee of Management
- MVC will nominate a member of the Committee of Management as Member Welfare Officer and advise all staff and members of the grievance process
- MVC 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
- MVC will plan for the ongoing assessment of its Development Pathway to ensure it continues to address the needs of all athletes
- MVC 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
- MVC will provide support for staff through appropriate professional development activities, ongoing mentor relationships and staff review processes
- Employment opportunities at MVC will be advertised with applications accepted from all individuals. The successful applicant will not be determined, favourably or unfavourably, using any personal characteristic protected by law

This Policy will be reviewed annually by the Melbourne Vicentre Swimming Club Committee of Management.

¹ [Victorian Equal Opportunity and Human Rights Commission](#)