

TIVOLI SWIM CLUB

INCLUSIVE CLUB STANDARD POLICY

- At all times and in all situations take reasonable steps to identify and eliminate unlawful direct, indirect and systemic discrimination from structures and practices and ensure that people with disabilities are afforded reasonable opportunity to participate in all aspects of the club.
- All employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers that exist to programs and services, and the physical, social, and virtual environment.
- Provide reasonable assistance to prospective members with disabilities to gain access to club programs and services.
- Provide reasonable adjustments to ensure that people with disabilities can successfully participate in all aspects of the club.
- People with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information that assists the club to fulfill their obligations.

Equity Policy

Tivoli Swimming Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following definition of sports equity:

- Sports Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary.
- At Tivoli Swimming Club we encourage an ethos of mutual respect of difference throughout the club.
- We want all our members to promote the value of self and others.
- We want all our children, young people, parents, carers, helpers, etc to be aware of the effect of bullying
- No form of bullying be it physical, verbal or emotional, will be tolerated by the club.
- All members must be confident that any child protection or bullying issues will be listened to and taken seriously.
- If you have any concerns regarding child protection or bullying please discuss this with the Head Coach or a committee member.