

# Inclusion, Diversity and Equality Policy



Rockingham Cambio Cumbre Futsal Club is committed to encouraging inclusion, diversity and equality within our club community.

***Inclusion*** means: when a diversity of people (e.g. of different ages, cultural backgrounds, genders) feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to improve their organisation. (Source: Diversity Council Australia)

***Diversity*** means: the deliberate inclusion in a group or activity of people who are, for example, of different races, genders, and religions (Source: Collins Dictionary)

***Equality*** means: that all human beings are born free and equal. Equality presupposes that all individuals have the same rights and deserve the same level of respect. All people have the right to be treated equally. This means that laws, policies and programs should not be discriminatory, and also that public authorities should not apply or enforce laws, policies and programs in a discriminatory or arbitrary manner (Source: Australian Government Attorney-General's Department).

Our goal is to create a club culture that is diverse, inclusive and respects and celebrates our differences.

We welcome all members of the community, regardless of their race, ethnicity, nationality, religion, gender, ability and disability, or any other status.

We believe that inclusion is a right and we endeavour to provide all people the opportunity to participate within all aspects of the Club and to make our club as accessible as possible.

In achieving greater inclusion and diversity, we aim for everyone in our community to be able to participate and contribute according to their ability.

We commit to:

- Encouraging equality, diversity and inclusion in the club.
- Creating an environment free of bullying, harassment, and unlawful discrimination.
- Developing spaces for all ability access (physically, socially and mentally).
- Promoting programs (including volunteering and sporting) for all people.
- Welcoming, respecting and celebrating our unique differences and perspectives.
- Creating a sense of belonging through positive and meaningful relationships with all stakeholders.
- Communicate and distribute information in suitable ways and formats with respect.
- Progressing towards a Management Committee which reflects a diversity of gender, backgrounds, knowledge, experience and abilities.
- Having an Anti-Bullying and Harassment policy.
- Engaging in conversations to learn more about the cultural diversity within our club community.
- Working collaboratively to help all at the club grow together, acting with honesty and integrity.
- Supporting any member or worker who may experience physical and/or emotional abuse within the workplace or their personal lives.

- Seeking out training opportunities for the Committee within the club budget that promote inclusion, diversity and equality within our organisation.
- Collaborating with others to provide opportunities for our members to engage in learning more about diversity, inclusivity and equality.

For more information contact the club's management.