



## POLICY – Human Resources

### Policy Number IP 1 - *Inclusion Policy*

#### Document Control

#### Version Control

Date	Version	Details	Author
25.05.2018	1	Inclusion Policy	Deb Kuskopf/Theresa Groves

#### **Approval**

Delegation required for approval: *President*

Approving officer:

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

#### **Purpose and Background**

***Jimboomba Netball Association*** are committed to being inclusive organisations, where everyone has the opportunity to participate at a level appropriate to their ability. Participation in netball has the power to unite communities, empower individuals and break down barriers. All individuals will be treated equally, with dignity and respect to ensure that all people experience a safe and inclusive netball environment.

The ***Jimboomba Netball Association*** Inclusion Policy aims to set a standard of equality and diversity within ***Jimboomba Netball Association***. It aims to promote principals of equality and ensure respect and diversity is intrinsic to netball culture.

***Jimboomba Netball Association*** 's inclusion policy will benefit the organisation and will result in the following outcomes;

- Increase and diversity in netball participation and membership
- A focus on equal outcomes for Victorians rather than equal output
- A more inclusive netball culture

#### **Policy Statement**

***Jimboomba Netball Association*** will endeavour to promote equality and diversity within all areas of the business. This will include but will not be limited to the promotion of netball to communities such as;

- Culturally and linguistically diverse (CALD)
- Indigenous
- Individuals with a mental illness and/or disability

In addition to the promotion of netball programs, **Jimboomba Netball Association** and persons identified in Member Protection Policy Clause 3 commits to ensuring all are educated in diversity, access and equity awareness and that **Jimboomba Netball Association** policies and practises are reviewed regularly to ensure they meet the needs of the Queensland community more broadly.

#### **Applicability**

This policy applies to **Jimboomba Netball Association** and persons identified in Member Protection Policy Clause 3.1. This policy will also provide a clear policy framework for **Jimboomba Netball Association's** affiliated associations.

#### **Related Document**