



**Gymnastics**  
Australia

## **INCLUSION POLICY**

<b>Policy Name:</b>	<b>Inclusion Policy</b>
<b>Date of Approval:</b>	<b>June 2006, July 2006, September 2013</b>
<b>Policy Coverage:</b>	<b>Governance</b>
<b>Date of Review:</b>	<b>September 2013</b>

## **1. STATEMENT OF COMMITMENT**

Gymnastics Australia (GA) is the primary body for Gymnastics within Australia with eight State Associations under its banner. GA is responsible for managing eight Gymsports within this framework; Men's Artistic Gymnastics, Women's Artistic Gymnastics, Rhythmic Gymnastics, Gymnastics for All, Aerobic Gymnastics, Acrobatic Gymnastics, Trampoline Gymnastics and Cheerleading.

GA is committed to ensuring that the objectives in this Policy are implemented to reflect inclusive practices in all participation levels in gymnastic clubs. GA will take a leadership role in supporting and encouraging a membership base in which diversity is recognised, respected, valued and welcomed.

## **2. POLICY APPLICATION**

- GA will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that people of all ages and abilities are afforded reasonable opportunity to participate in all participation aspects of gymnastics.
- All GA employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment.
- GA will provide reasonable adjustments to Gymnastics for All programs to ensure that people of all ages and abilities can successfully participate in all aspects of gymnastics.
- GA will provide educational opportunities to ensure officials and clubs can be confident in creating an inclusive and welcoming environment.
- People with disabilities who require services or modifications have a responsibility to specify requirements to be met to assist GA and its' Members to meet their commitments.
- This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in programs, services and facilities for people with disabilities.

### **3. POLICY COVERAGE**

Gymnastics Australia's Inclusion Policy aims to set a standard of equality and diversity within gymnastics in Australia. The Inclusion Policy endeavours to promote diversity and equality amongst our gymnastics community. In particular, the policy focuses on individuals who are:

- Culturally and Linguistically Diverse (CALD)
- Indigenous
- Individuals with an intellectual and/or physical disability

This Policy does not cover all aspects of provision within gymnastics for people of all ages and abilities. It covers areas mostly concerned with grassroots participation, including:

- Inclusion Education – the provision of non-accreditable awareness programs for officials, administrators, coaches within Gymnastics Australia, State Associations and clubs;
- Accreditation – the provision of accredited education programs that ensure coaches have the confidence and coaching competencies to teach inclusively;
- Accreditation/Technical Membership – the provision of accredited education programs that are inclusive for coaches and officials.
- Club Services – develop a quality assurance profile that raises the awareness and clubs' ability to respond and be inclusive for all participants.

### **4. CHANGES TO THE POLICY**

Changes to this policy may be submitted by GA Board, State Associations and National Sports Management Committees for review and approval by the GA Board. Once a change has been approved, the policy will be updated in the official GA policy register and on the Intranet and circulated to GA Board and State Associations.

In addition, Gymnastics Australia is committed to ensuring all policies are up-to-date and reflect current practices. The latest review date is recorded at the beginning of each policy.