



Inclusion Policy

'We all play ball'

The WBA are dedicated to providing the best possible experience for players of all ages and abilities. We believe that the values, skills and friendships gained through active and fair participation in recreational sport from a young age contributes to the development of resilience, confidence and health among young women and men.

Rationale

The Wodonga Basketball Association (WBA) recognises the social and health benefits associated with being a part of the basketball community. The WBA additionally recognises, values and welcomes the benefits available to us through the participation and support of a richly diverse basketball community.

The WBA is committed to eliminating discrimination in all forms and upholds the principle of equal opportunity. The WBA believes that the sport of basketball should be accessible to all Victorians.

Legislation

To ensure that the WBA is welcoming and inclusive, the association will uphold the principles established in both State and Commonwealth Government Legislation including:

- Equal Opportunity Act 1995 (Vic);
- Racial Discrimination Act 1976 (Cwlth);
- Sex Discrimination Act 1894 (Cwlth);
- Disability Discrimination Act (Cwlth); and
- Human Rights and Equal Opportunity Commission Act 1987 (Cwlth).

Such principles are also outlined in Basketball Victoria's Member Protection By-laws. A process or resource will be provided should an individual of the association have his or her rights violated.

Definitions

Discrimination means treating someone unfairly because they happen to belong to a particular group of people – such as female, male, ethnic or have a disability. Discrimination is often the result of prejudice or negative stereotyping based on ignorance, fear or simple naivety.

Inclusion Strategies

- Provide individuals and players with information on the activities of the WBA and the sport of basketball, including opportunities for participation as a player, or volunteer
- Build strong relationships with community groups; and
- Create a friendly environment that encourages people from a range of different backgrounds to become involved;
- Create a welcoming environment by providing various activities for minority groups throughout the year.
- Committee level consideration and implementation of training, modified rules, special communications, facilities review and events to improve inclusiveness and accessibility to the sport of basketball and participation within the WBA, for all
- Provide opportunities for all in coaching, officiating and leadership positions;
- Continually review and improve processes for recruitment onto WBA subcommittees, paid and volunteer positions.
- Enforcement of the Basketball Victoria codes of conduct

Complaints Procedure

1. The complaint should be filed, in writing, to the WBA President and Committee, who will enact the Association's Complaints and Grievance procedures, and may subsequently refer the matter on to a Member Protection Officer or to Basketball Victoria's Member Protection Tribunal for action.
2. The issue will then be dealt with in accordance to the Member Protection By-Laws of Basketball Victoria.

Disciplinary Action

In accordance with the Member Protection By-Laws of Basketball Victoria, the following disciplinary action may be taken by the Member Protection Tribunal:

- Direct that the offender attend counselling to address their conduct;
- Recommend that Basketball Victoria, a Governing or Delegated Body, Affiliated Association or the relevant Club terminate the appointment to any role which the offender holds with such organisation;
- Direct that Basketball Victoria, Governing and Delegated Bodies, Affiliated Association or Club suspend and/or ban the individual from participating in further activities, fixtures, competitions or events over a period determined appropriate by the Member Protection Tribunal;
- Where there has been damage to property, direct that the offender pay compensation to the relevant organisation which controls or has possession of the property;
- Impose a monetary fine for an amount determined by the Member Protection Tribunal;
- Impose a warning; In the case of a coach, direct the relevant organisation to de-register the accreditation of the coach for a period or indefinitely;
- Withdraw any awards, placings, records won in any tournaments, activities or events held or sanctioned by Basketball Victoria, a Governing or Delegated Body, Affiliated Association or Club;
- Direct the offender to repay all or part of any financial assistance (excluding any fee for service, wages or expenses) given to them by the Australian Sports Commission, any Federal or State funding agency, the Australian Olympic Committee, Basketball Australia, Basketball Victoria, Governing or Delegated Body, Affiliated Association, Club or any other organisation which has provided funding;
- If the nature of the offence is such that the Member Protection Tribunal considers it appropriate, direct that the person's name be entered on the Prohibited Persons Register; and
- Any other such penalty as the Member Protection Tribunal considers appropriate.

Appeals Procedure

An Appeals Tribunal (made up of three people) will hear an appeal from any individuals who have received disciplinary action that they feel is unjust.

Appeals must be forwarded, in writing, to the Registrar of the Member Protection Tribunal within 72 hours of the notification of disciplinary action.

Policy Application

This policy applies to all Wodonga Basketball Association players, officials, coaches, volunteers, board members, team managers and spectators.

Wodonga Basketball Association will implement the actions outlined in this policy from May 2016.

This policy will be reviewed annually to ensure it remains relevant to the needs of the Wodonga Basketball Association.