



# Waverley Park Hawks Junior Football Club Inc.

(formerly the Waverley Panthers)

A Member of the South Metro Junior Football League and  
a Hawthorn Football Club Affiliated Club

**Postal Address:**  
PO Box 3269  
Whealers Hill Victoria 3150

**Ground Location:**  
Columbia Reserve  
Columbia Dve Wheelers Hill

**ABN:** 14 775 166 033

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## Disability Action Plan

The Waverley Park Hawks Junior Football Club recognizes that it is unlawful to treat a person with a disability less favourably than a person who does not have a disability, in the same or similar circumstances. Such discrimination is covered by the Commonwealth Disability Discrimination Act 1992 and the Equal Opportunity Act 1995.

Disability covers:

- Physical.
- Intellectual.
- Psychiatric.
- Sensory.
- Neurological or learning difficulties.
- Presence in the body of organisms causing diseases.
- Beneficiaries of workers compensation.

The Waverley Park Hawks Junior Football Club embraces the Disability Discrimination Act 1992 premise that:

- people with disabilities are part of our diverse communities.
- people with disabilities, their families and carers have a right to participate as fully as possible in the life of our communities .
- people with disabilities are the primary source of information regarding the physical, social and cultural barriers to their participation in their local community.

The Waverley Park Hawks Junior Football Club has developed and implemented this Disability Action Plan which will focus on those physical, social & cultural barriers which create a handicap for people with disabilities to be able to enjoy football at our Club.

### Our commitment

Our club welcomes all members of the community, regardless of their abilities. We will include people with disability in our club in both playing and non-playing roles to the greatest extent that we can.

We will endeavour to make our club as accessible as possible, based on the ability of individuals involved in our club, the type and level of competition they want to join and our capacity to make modifications that promote inclusion.

### What we will do

- Put people first, focus on what they can do and find out how they want to participate.
- Ask each individual – and their parents if the participant is a child – for their advice about what modifications would help them to participate.
- Where possible, include disabled toilet facilities, provide access to canteen facilities, clubrooms, the

football oval and viewing areas and to have clearly defined disabled car parking areas at our facilities.

- Where possible, make adjustments to our coaching, equipment, or playing environment and modifications to club premises.
- Be honest and explain if certain modifications or adjustments are not currently possible.
- Communicate with people and share club information in appropriate ways and formats.
- Expect all members of our club to accept and welcome people with disability.
- Make sure people of all abilities are included in our club's social activities and are recognised for their contribution and achievement.
- Have strong policies to ensure that people can play sport and participate in our club without discrimination, harassment or bullying.
- Provide information about other options for participation outside our club; for example, letting people know about sports that are primarily or only for people with disability, or clubs where major modifications have been made to increase opportunities for participation.

### **What we ask you to do**

If you have a disability:

- tell us what we can do to help include you in our club
- understand that we will do our best to make any necessary adjustments or modifications
- talk to us if you have any concerns or ideas to help us make our club more inclusive.

### **Review**

This plan will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.