



CSBA Inclusion Policy

Purpose

CSBA recognises the social and health benefits associated with being a part of the sporting community. CSBA is committed to eliminating discrimination in all forms and upholds the principle of equal opportunity. CSBA believes that sport should be accessible to all people.

Legislation

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

- Equal Opportunity Act 2010 (Vic);
- Racial Discrimination Act 1975 (Aust. Gov.);
- Sex Discrimination Act 1984 (Aust. Gov.);
- Disability Discrimination Act 1992 (Aust. Gov.); and
- Human Rights and Equal Opportunity Commission Act 1986 (Aust. Gov.).

Such principles are also outlined in for example Basketball NSW Member Protection By-Laws. A process or resource will be provided should an individual have his or her rights violated. Likewise for other sports being participated in at Comets Stadium.

Definition

Discrimination means treating someone unfairly because they happen to belong to a particular group of people for example females, males, ethnics or people who have disabilities. Discrimination is often the result of prejudice or negative stereotyping based on ignorance, fear or simple naivety.

Procedure

Inclusion strategies:

- Create a friendly environment that encourages people from a range of different backgrounds to become involved.
- Create a welcoming environment through providing various activities for minority groups per year.
- Build strong relationships with community groups.
- Where possible provide new participants with an induction certificate and information on Stadium activities.

Complaints Procedure

1. The complaint should be filed, in writing to the General Manager, who may refer the matter on to a Member Protection Officer or if it's a basketball matter to Basketball NSW Member Protection Tribunal for action.
2. The issue will then be dealt with in accordance to the Member Protection By-Laws of the particular sports state body.