

# Rockhampton Panthers Australian Football Club



<b>Inclusion Policy</b>	Approval Date:	08/01/18
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<b>President:</b>	Name: Shannon Roati	

## WHAT IS INCLUSION?

Being inclusive means providing a range of options and opportunities so that people of all ages, genders, abilities and backgrounds can participate to the extent that they want to. Inclusion requires focus, commitment and flexibility to remove barriers to participation, and to create programs and activities that allow everyone to meet their full potential. It's about creating a place for everyone.

## OUR COMMITMENT

Rockhampton Panthers AFC welcomes all members of the community regardless of culture, ability, gender, race, sexuality, religion, socio-economic status or age. We want to create an environment where people feel welcome, safe, represented, included in decision making and are able to participate without - discrimination. We encourage participation by all groups and individuals to play or be involved in the club where they feel most comfortable, whether that be socially, competitively or in a volunteer capacity. We understand the important role sport can play in promoting a feeling of belonging and inclusion.

## WHAT WE WILL DO

We are committed to ensuring that:

- no one is turned away because of their culture, ability, gender, race, sexuality, religion, socio-economic status or age - and that there is a place for everyone
- everyone is welcomed and supported to be involved and contribute where possible to the clubs programs and activities
- our facilities, premises and publications are accessible to everyone
- our social events are welcoming and inclusive
- our volunteers and staff are properly trained and educated about inclusion and how to deal with any complaints or grievances
- our committee reflects the diversity of our members

## WHAT WE NEED YOU TO DO

Inclusion is only possible if everyone embraces its benefits and agrees that we all have a part to play in creating an inclusive club/organisation. Success is not only seen through measuring outcomes, results and targets, but in the atmosphere and spirit on and off the field.

All staff, volunteers, members, players, parents and friends of this club/organisation are expected to behave in a way that is consistent with this vision and that is respectful, inclusive and treats others with dignity.

## POLICY REVIEW

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