



Diversity and Inclusion Policy

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Controlling Body: Lacrosse WA



Lacrosse WA – Diversity and Inclusion Policy

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PURPOSE

Lacrosse WA aims to provide a fair, equitable and productive environment for all members. Social inclusion is about making sure that all children and adults are able to participate as valued, respected and contributing members of society. It is also about the acceptance and equal treatment of members of the wider community regardless of their gender, gender identity or sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated.

Australia is a diverse nation, comprising of many cultures and communities. This diversity should be seen as a strength and used for the development of a tolerant and cohesive country.

POLICY APPLICATION

This policy applies to all LWA members and all other people or organisations which by agreement or otherwise, are bound to comply with this policy (including Board Directors, employees, administrators, volunteers and attendees at LWA functions).

This policy applies to behaviour and practices occurring during the course of LWA business, activities, competitions and events.

RATIONALE

Sport can play a powerful role in:

- Contributing to the development of healthier communities and individuals
- Increasing social connection and shaping acceptable social norms
- Promoting multiculturalism

Research shows lower than average participation rates in some population groups, compounded by discrimination when participating in sport. It is important that Lacrosse WA takes an active leadership role in supporting and encouraging diverse participation in all aspects of Lacrosse, including paid and voluntary roles in coaching, officiating and administration.

PRINCIPLES AND BELIEFS

This policy is based on and upholds:

- Human Right Principles relating to equity, access, participation and support
- Essence of Australian Sport principles relating to fair play, respect, responsibility and safety requirements under anti-discrimination and equal opportunity laws
- Responsible social and community values

This policy upholds the belief around:

- The importance of valuing both participation and competition



- That an inclusive lacrosse community can contribute to community safety, a fair go for all members and develop a social network for people who may not have previously had a feeling of belonging
- That an inclusive environment contributes to a sense of local and community participation and strives to uphold the positive differences and diversity between people
- That an inclusive organisations become a hub and are key social spaces, which contribute to community and cultural development

POSITION STATEMENT

Lacrosse WA embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment involves a focused approach to actively encourage and support the inclusion of all people.

Inclusion will only work if all participating clubs and associations embrace the idea of including people of *all ages and abilities* into the Lacrosse community and sharing an understanding that all members of the community have a part to play in developing and maintaining a vibrant lacrosse culture in Western Australia.

Inclusion involves the integration of people with varying abilities into mainstream activities within the lacrosse community. Any organization is only as good as the people who make it up and it is the responsibility of all members to recognize the value of persons of varying abilities.

Lacrosse WA will take all complaints seriously and will ensure they are dealt with promptly, sensitively and confidentially. Disciplinary action may be taken against a person who is found in breach of this policy.

LACROSSE WA COMMITMENT

Lacrosse WA staff, board, members and volunteers will, within their areas of responsibility and resources, take all reasonable steps to address barriers which limit people's participation in programs and services within the physical, social and virtual environment of Lacrosse. Genuine participation in the Lacrosse community requires contributions from both participants and groups and therefore our member clubs and associations will regard every person as an active and contributing participant.

Given the importance of sport and recreation to everyone in the community, Lacrosse WA agrees that it is of utmost importance to the lacrosse community that all members of the community, regardless of age, sex, race, socio-economic status, ability and geographical location have access to the range of opportunities that we provide.

In practical terms Lacrosse WA will actively work with all its members to:

- Take all reasonable steps necessary to ensure that everyone in the organisation knows what diversity and inclusion is and that harassment and discrimination is against the law and will not be tolerated. This will be achieved by including a copy of the policy on the LWA website and distributing the policy to all clubs. Participants in all LWA activities/and or events will be required to comply with this policy.



Lacrosse WA – Diversity and Inclusion Policy

- Speak with community groups and make respectful relationships with other organisations to facilitate inclusive practices and challenge barriers to participation.
- Take all reasonable steps to eliminate discrimination from our structures and practices.
- Ensure that diversity, inclusion/ engagement principles permeate throughout the organisational strategic plan and operational plans.
- Encourage people from all areas of the community to be recognised, respected, valued and welcomed into Lacrosse.
- Deliver opportunities for training in coaching, officiating and leadership positions.
- Advocate for the creation and maintenance of safe, accessible, inclusive and equitable physical and social environments.
- Review and evaluate this policy on an annual basis through consultation to maintain continuous improvement in programs, services and facilities.

REVIEW, ADDITIONS OR AMENDMENTS

This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in our governance, structure, programs, services and facilities. In addition to the annual review of this policy, recommendations for changes to the policy may be submitted to the board for consideration at any time.

Adopted by the board: *22 August 2016*

Reviewed and updated: *22 August 2016*

Scheduled review: *August 2017*