



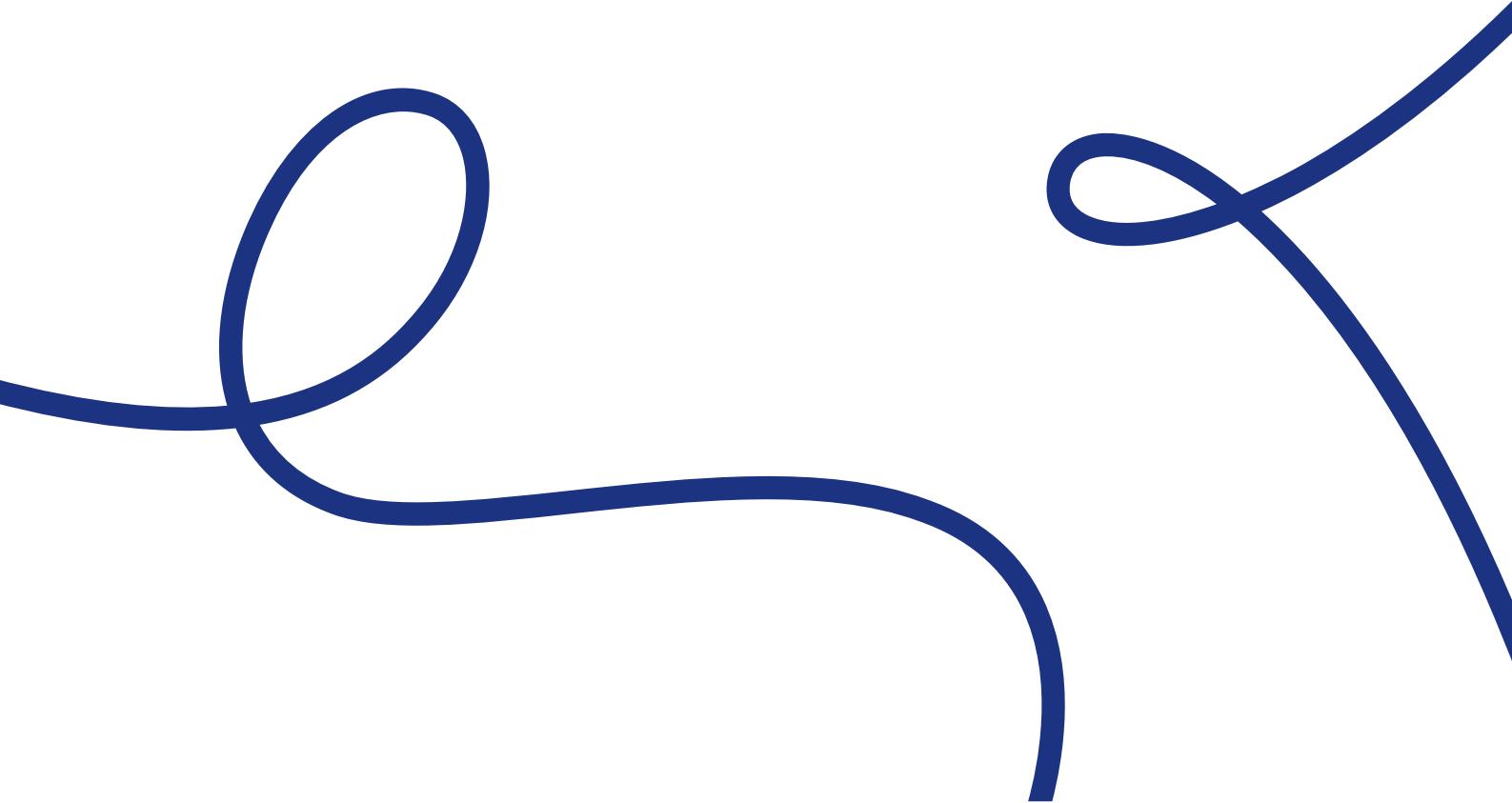
# Inclusion Policy

*Date of Approval: 20 July 2021*

*Version: 4.0*

*Review Date: July 2022*

*Policy Type: Operational*



## Review History Table

Revised On	Version	Date Endorsed	Approved By	Content Reviewed / Purpose
Jun 2006	1.0	June 2006	Board	
Jul 2006	2.0	July 2006	Board	
Sep 2013	3.0	Sep 2013	Board	
Jul 2021	4.0	July 2021	CEO	Updated overview, vision & purpose. Also, the addition of policy definitions and position statement.



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## 1. Policy Overview

Gymnastics Australia (GA) is the national governing body for gymnastics within Australia. GA and the eight State and Territory Associations are responsible for managing eight Gymsports, which include Men's Artistic Gymnastics, Women's Artistic Gymnastics, Rhythmic Gymnastics, Gymnastics for All, Aerobic Gymnastics, Acrobatic Gymnastics, Trampoline Gymnastics and Parkour.

GA is committed to ensuring the vision and purpose of this policy are implemented to reflect inclusive practices in all participation levels in gymnastic clubs. GA will take a leadership role in advocating and encouraging the membership base in which inclusion and diversity are recognised, respected, valued and embraced.

## 2. Vision

Gymnastics in Australia continues to reduce participation barriers, ensuring people with a disability or chronic health condition, those from culturally and linguistically diverse backgrounds and the LGBTQI+ community have fair, safe and inclusive opportunities to access the sport of gymnastics.

## 3. Position Statement

Gymnastics Australia is committed to providing a safe, fun and inclusive environment for all people. Being an inclusive sport not only reflects our core values, it also reflects the diversity of our local communities.

We have a zero-tolerance to any form of bullying, harassment or vilification towards people with diverse sexualities, genders, ability, backgrounds or cultures. This includes forms of homophobia, biphobia, transphobia, racism, sexism, interphobia, and xenophobia.

We are dedicated to helping people lead happy, healthy and active lives. Gymnastics Australia celebrates diversity of sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs, life stage, and will not tolerate discrimination in any form.

## 4. Policy Definitions

**Aboriginal and Torres Strait Islander:** The term Indigenous is also used to refer to Australian Aboriginal and Torres Strait Islander people. According to the most widely adopted definition of Aboriginal or Torres Strait Islander (the 'Commonwealth working definition'):

"An Aboriginal or Torres Strait Islander is:

- a person of Aboriginal or Torres Strait Islander descent;
- who identifies as being of Aboriginal or Torres Strait Islander Origin; and
- who is accepted as such by the community with which the person associates."

This definition was developed during the period 1967 to 1978 and is now widely accepted by Commonwealth and other government agencies.

**Diversity:** The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique and recognising our individual differences.

**LGBTQI+:** An initialism which stands for Lesbian, Gay, Bisexual, Transgender, Queer and Intersex. It is used to refer collectively to these communities. The 'LGB' refers to sexuality/sexual identity; the 'T' refers to gender identity; and the 'I' refers to people who have an intersex variation. 'Q' can refer to either gender identity or sexuality.

**Inclusion:** This is the term used to outline a range of options to cater for people of all ages, abilities, sex, gender, gender identity, sexual orientation, or social economic and cultural backgrounds, in the most appropriate manner possible.

#### Multicultural:

- **Australian Bureau of Statistics (ABS) Census**, meaning one or more parents born overseas.
- **CALD**, meaning Culturally and Linguistically Diverse communities (not Anglo Celtic and Aboriginal and Torres Strait Islander backgrounds).
- **NESB**, meaning non-English-speaking background.

**People with a disability:** The *Disability Services Act 1993* defines 'disability' as meaning a disability:

- which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments.
- which is permanent or likely to be permanent.
- which may or may not be of a chronic or episodic nature.
- Which results in substantially reduced capacity of the person for communication, social interaction, learning or mobility and a need for continuing support services.

It is crucial to understand that people are not only defined by categories like these, but are unique multi-faceted individuals shaped by a broad range of influences, this is the foundation of individuality and diversity.

## 5. Purpose

The purpose of this policy is to support and facilitate an inclusive environment that embraces diversity. It sets out GA's commitment to ensure everyone bound by the policy is treated with respect and dignity and is protected from provocation, discrimination and abuse.

GA will engage with industry leading diversity organisations to review and develop policies, guidelines and practices to ensure individuals of all sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs and life stage, are provided the opportunity to participate in all aspects of Gymnastics.



All GA members, employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment.

GA will provide reasonable adjustments to programs and regulations to ensure that people of all sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs and life stage, can successfully participate in all aspects of gymnastics.

GA will directly or indirectly provide education opportunities to ensure coaches, judges and clubs can be confident in creating an inclusive and welcoming environment.

Individuals who require services or modifications have a responsibility to specify requirements to be met to assist GA and its' Members to meet their commitments.

This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in programs, services and facilities for people with disabilities.

## 6. Changes to The Policy

Changes to this policy must be submitted to the GA CEO for review and approval. Once a change has been approved, the policy will be updated in the official GA policy register and be available on the GA website.

In addition, Gymnastics Australia is committed to ensuring all policies are up-to-date and reflect current practices. The latest review date is recorded at the beginning of each policy.