

5.7 Diversity and Inclusion

Reference: SOA_5.7PP – Diversity and Inclusion Policy and Procedure

1. POLICY STATEMENT

Special Olympics Australia recognises and values the differences and similarities that exist in everyone and does not tolerate behaviours, language or practices that label, stereotype or demean others. Special Olympics Australia takes an active leadership role in supporting and encouraging diverse participation in sport both on and off the field.

As part of this commitment, Special Olympics Australia believes that everyone has a right to the same opportunities for participation, acceptance and belonging regardless of gender, age, socio-economic status, race, language, beliefs, additional needs and family structure or lifestyle.

2. PURPOSE

The purpose of this policy is to:

- promote inclusion and diversity at all levels of the organisation.
- provide an environment where all people feel welcome, represented, included in decision making, able to participate and feel safe from discrimination, bullying, harassment and vilification.
- actively encourage a culture that promotes respect and fair play at all times.
- actively remove barriers to participation for athletes and families.

3. SCOPE

The policy applies to everyone involved in Special Olympics Australia.

4. DEFINITIONS

Culturally and Linguistically Diverse (CALD)

Refers to individuals and groups who are from diverse racial, religious, linguistic and/or ethnic backgrounds.

Diversity

Diversity involves recognising the value of individual differences and treating them equally and with respect. It includes differences that relate to age, cultural background, disability, ethnicity, carer responsibilities, gender, language, religious belief and sexual orientation.

Executive Team

The Executive Team is appointed by and reports directly to the Chief Executive Officer. The Executive Team is responsible for the strategy and planning of the organisation.

Inclusion

Inclusion at Special Olympics Australia is about creating an environment of belonging and acceptance at all levels of the organisation.

Special Olympics Australia Board

Directors acting as a Board of Directors

Special Olympics Australia

Building 1, Level 3, 3 Richardson Place, North Ryde NSW 2113

Phone 1300 225 762 | **Email** info@specialolympics.com.au | **www** www.specialolympics.com.au

5. RESPONSIBILITIES

Special Olympics Australia Board and Executive Team

Set strategic objectives on gender equity, CALD and disability representation at all levels of leadership within Special Olympics Australia. The Special Olympics Australia Board and Executive Team have a responsibility to role model the values and behaviours that promote the principles of this policy.

Staff and Volunteers

Understand and support the diversity and inclusion policy. Staff and volunteers are required to play a central role in ensuring everyone involved in Special Olympics feel accepted and valued for who they are and have their individual needs recognised and met.

All staff and volunteers have a responsibility to recognise and escalate instances of discrimination and prejudice.

6. PROCEDURE

6.1 Increase Participation and Engagement

Welcoming everyone to the club and developing programs that reduce the barriers to participation is a primary purpose of this policy. Club Leadership Teams are actively encouraged to establish initiatives that increase participation and inclusion within their community.

6.2 Staff/Volunteer Recruitment and Development

Special Olympics Australia will attract, retain and develop the best individuals from diverse backgrounds to meet the operational needs of the organisation. This will be facilitated by recruiting staff and volunteers on the basis of merit and actively encouraging individuals from diverse backgrounds to apply for roles within the organisation.

As an Equal Employment Opportunity employer, Special Olympics Australia will actively put in place strategies to develop, plan for succession and support individuals from diverse backgrounds to fill opportunities in coaching, officiating and leadership positions. A diverse and inclusive workforce not only increases capability but also better reflects the communities in which we deliver our sport.

6.3 Grievances and Complaints

Special Olympics Australia is committed to taking appropriate action where a complaint is raised. All grievances and complaints will be handled as outlined in the Complaint Handling Policy. Any substantiated breach of this policy may result in disciplinary action.

RELATED DOCUMENTS

SOA_5.1PP - Volunteer Program

SOA_5.2PP - Recruitment, Selection and Screening

SOA_5.6PP - Registration

SOA_6.3PP - Code of Conduct

SOA_6.4PP - Work Health and Safety

SOA_6.5PP - Member Protection Policy

SOA_9.4PP - Workplace Grievance

DOCUMENT CONTROL

Version number: SOA_5.7PP v1.0

Owner: General Manager, People and Culture

Approved Date: 9 October 2017

Next scheduled review: 31 December 2021