



EQUITY, ACCESS AND SOCIAL INCLUSION POLICY

1. RATIONALE

1.1. This Equity, Access and Social Inclusion Policy demonstrates Croquet SA's (the Board's) aspirations to:

- Welcome, respect, support, include and value contributions and participation of all persons regardless of their diverse cultures, religions, abilities, age, sexual identity or background
- Consider equity, access and inclusion in its daily operations, including planning and development of services, programs, information, facilities and public places
- Strive to provide a safe environment for participation and will act over any homophobic behaviour.

2. POLICY STATEMENT

2.1. The Policy demonstrates the Board's commitment to planning, decision making processes, and service delivery aspiring to:

- Recognise the rights of all persons to have dignity and autonomy
- Be non-discriminatory and inclusive
- Encourage full and effective opportunities for participation
- Respect and value contributions made by all persons
- Have a strong focus on equity of opportunity

3. OBJECTIVES

3.1. Croquet SA aspires to:

- Promote equity, access and social inclusion through leadership by example
- Provide opportunities for contribution towards the Board's decision making
- Provide workplaces, play areas that are safe, accessible and inclusive for staff, volunteers and others
- Provide equal opportunity for all persons to participate in Croquet SA's events and programs
- At all times Croquet SA will take reasonable steps to identify and eliminate unlawful direct, indirect and systemic discrimination and ensure that all persons are afforded a reasonable opportunity to participate in and gain access to club programs and services.



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4. ROLES AND RESPONSIBILITIES

4.1. This Policy shall apply to all staff, volunteers, members and contractors at Croquet SA.

- All employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers that exist to programs and services

5. DEFINITIONS

5.1. **Access:** Refers to equitable access to Croquet SA's services, information, programs, facilities and employment opportunities. Access also encompasses disability, defined as those who have physical, mental, intellectual or sensory impairments, which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

5.2. **Equity:** Equity is about fairness and social justice. Equity aims to prevent certain kinds of discrimination based on gender, cultural background, age, beliefs or various other grounds and to facilitate the participation of all persons to achieve their best outcomes.

5.3. **Social Inclusion:** Social Inclusion is where differences are respected and basic needs met; people feel they belong and are valued free from discrimination and disadvantage.

6. REFERENCES

6.1. Croquet SA

- Member Protection Policy (ACA) 2016
- Play by the Rules Disability Action Plan, 2014
- Harassment Free Sport Policy, 2012

6.2. State Government

- Disability Inclusion Act, 2018
- Equal Opportunity Act, 1984



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6.3. Federal Government

- Age Discrimination Act, 2004
- Disability Discrimination Act, 1986
- Equal Employment Opportunity (Commonwealth Authorities) Act, 1987
- National Disability Insurance Scheme Act, 2013
- National Disability Strategy 2010-2020
- National Standards for Disability Services, 2013
- Racial Discrimination Act, 1975
- Sex Discrimination Act, 1984 and Amendment 2013
- Workplace Gender Equality Act, 2012

6.4. International

- United Nations Convention on the Rights of Persons with Disabilities (2006) which affirms that persons with disabilities must enjoy all human rights and fundamental freedoms, regardless of their ability level.

7. Policy Review

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