



Monbulk Aquatic Club Inc.

Policy Name	Inclusion Policy
Date of Issue	3 April 2023
Version	v.2023.1
Approved by	President
Responsible Person	All Members
Date of Review	This policy will be reviewed every 12 months. Next review date will be in April 2024

Our Commitment

Monbulk Aquatic Club Inc. is committed to equal opportunities in swimming. Wherever possible the club will be accessible to all provided the minimum entry requirements can be met. Our club is welcoming and we will seek to include members from all areas of our community. We aim to give all members the opportunity to achieve their swimming potential.

What we will do:

We will endeavour to make our club as accessible as possible and will ensure all swimmers are provided with equal support and guidance within the physical constraints of the Monbulk Aquatic Centre. Coaching staff and Executive Committee will make the necessary provisions to accommodate all swimmers irrespective of their disability within the parameters of the programs offered.

Every person will be treated with respect and dignity and protected from discrimination, harassment and abuse.

We aim to raise awareness by providing a culture where inclusion is embraced by all members of the club, and programs and pathways are provided for all swimmers, irrespective of who they are.

The club is open and accepting to all swimmers within our club and to all those approaching the club looking to become members.

Our inclusive practices include:

- We put people first, focus on what they can do and find out how they want to participate; We ask each individual – and their parents if the participant is a child – for their advice about what modifications would help them to participate;
- We will not discriminate against people because they have a disability. Where possible we will make adjustments to our coaching or equipment to enable participation;

- Being honest and explaining if certain modifications or adjustments are not currently possible;
- Communicate with people and share club information in appropriate ways and formats;
- Expect all members of our club to accept and welcome people with disability;
- Make sure people of all abilities are included in our club's social activities and are recognised for their contribution and achievement;
- We will support, respect and encourage people from diverse cultures and religions to participate in our club and where possible we will accommodate requests for flexibility (e.g. modifications to uniforms);
- Have strong policies to ensure that people can participate in our club without discrimination, harassment or bullying;
- All people, regardless of their sexuality or gender identity are welcome at our club. We strive to provide a safe environment for participation and will not tolerate any form of discrimination or harassment because of a person's sexuality or gender identity.
- Communication from the club is visible and easy to read for all members, and social activities organised by the club are open to all members, including those with a disability and their carers.

What we ask of our members and potential members:

If you have a disability:

- Tell us what we can do to help include you in our club;
- Understand that we will do our best to make any necessary adjustments or modifications;
- Talk to us if you have any concerns or ideas to help us make our club more accessible.