

THE GLIDING FEDERATION OF AUSTRALIA INC

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www.glidingaustralia.org



Inclusion and Diversity Policy

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1 Purpose

To outline the Gliding Australia's policy framework in relation to the inclusion and representation of all members of the community into the sport of gliding.

2 Scope

This Policy applies to all members of Gliding Australia, parents and guardians and affiliated organisations.

3 Policy statement

Gliding Australia values diversity and welcomes all members of the community.

We are committed to making the sport of gliding as inclusive as possible, and encourage participation by people of all abilities, ages, backgrounds and identities.

Gliding Australia:

- Values the diversity of our members.
- Respects the rights, dignity and worth of every person.
- Treats everyone equally, regardless of age, gender, race, culture, ability, religious belief, sexual orientation or social / economic status.
- Recognises the role every person plays to make each the sport of gliding a success. Success is not only measured by flying results, but by the culture and atmosphere of the club.
- Behaves in a way that actively encourages and supports participation by all.

The Gliding Australia leadership group will:

- Role model inclusive and respectful behaviour.
- Ensure a diverse range of people are involved in key leadership roles in regional associations and at member clubs, including on committees, instructing, coaching and officiating positions, and in other decision-making roles.
- Ensure that all members have fair and equal access to member club facilities, equipment and other resources.
- Showcase and celebrate the diversity of our members in our posters, promotional materials, social media and online presence,
- Regularly review Gliding Australia's policies and practices to ensure they support diversity and inclusion.
- Ensure everyone is able to enjoy the sport of gliding in a friendly and positive environment, free of harassment and intimidation and abuse.
- Take any discriminatory behaviour or behaviour that does not align with Gliding Australia's Codes of Conduct seriously, and respond to it according to Gliding Australia's Member Protection Policies
- Implement consistent and transparent procedures for dealing with any grievances.