



POLICY



INCLUSION POLICY

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Author: Community Department	Approved by NWA Board on: 14/12/2022
Custodian: General Manager – Community Netball	Scheduled review date: November 2024

Policy Statement

Netball WA (NWA) is committed to a sport that reflects the diversity of our community. Our sport is friendly, welcoming and inclusive to all, regardless of age, gender, ability, cultural or religious background, sexuality or gender identity.

Purpose

The purpose of this policy is to outline NWA and its Member Entities obligations, responsibilities and expectations to relevant legislation in providing a safe, welcoming and inclusive environment for all members of the community.

The below legislation and scope apply to all associated NWA Inclusion Policies and Statements.

Relevant Legislation

Affiliated groups and member associations are bound by applicable legislation:

- Equal Opportunity Act 1984 (Western Australia);
- Racial Discrimination Act 1975 (Commonwealth);
- Sex Discrimination Act 1984 (Commonwealth);
- Human Rights & Equal Opportunity Commission Act 1986 (Commonwealth); and
- Disability Discrimination Act 1992 (Commonwealth).

For the purpose of this policy, NWA includes West Coast Fever and Glass Jar Australia.



Scope

This policy provides guidance to staff and volunteers on how to be welcoming of all members of the community, including how to respond appropriately to challenges. It applies to all the following people and organisations, whether they are operating in a paid or unpaid/voluntary capacity:

- NWA and its Members;
- The NWA Board;
- Member Entities and their Members;
- All employees, volunteers, independent contractors, spectators and other participants of NWA activities;
- Non-Members i.e. Parents, guardians, spectators and sponsors and any other person or organisation to the fullest extent possible;
- Any other person who has agreed to be bound by this Policy.

The Policy applies during:

- Any NWA or Affiliated Member competition or event;
- Any paid or volunteer activities of NWA;
- During all netball related activities of NWA, including competitions, training, events and camps.
- At all times when providing services on behalf of NWA, or a Member/Member Entity in any capacity, whether voluntary, paid or unpaid.

Definitions

Refer to Inclusion Support Document

1. Implementation

NWA has adopted the 'Play by the Rules' Inclusion Framework with the following seven key pillars for its guiding principles:

- a) *Access* - due consideration must be given to provide access to all members of the community, including physical access such as buildings, change rooms etc and extends to the culture and philosophy.
- b) *Attitude* - staff and volunteers embrace a welcoming environment and take action to create this.
- c) *Choice* - every effort will be made to ensure that all individuals can participate at a level suitable to that person.
- d) *Partnerships* - associations are encouraged to seek partnerships to provide a positive influence in terms of Inclusion.



- e) *Communication* - must be consistent and potentially use multiple methods to ensure everyone receives the information.
- f) *Policy* - this underpins all the activities of the association and provides the foundation for all the operational activities. Strong policy reflects the intention in terms of inclusion and states how you will address it.
- g) *Opportunities* - consider what can be offered to practically provide a welcoming environment.

2. Member Protection

NWA adopts the Netball Australia Member Protection Policy (MPP). The MPP covers specific areas including inclusion, discrimination, victimisation and child protection. NWA and all its affiliated members are bound by this policy. Complaints are to follow the NWA Dispute Resolution Process

Members will be supported through this process through the Association's designated Member Protection and Information Officer (MPIO). As a minimum standard, no individual is to be treated unfairly or victimised for reporting or complaining about discriminatory or vilifying behaviour.

3. Related documents

This policy should always be read in conjunction with the following key documents which can be accessed through the [Policies and Procedures](#) page on the NWA Website

- NWA Inclusion Policy Supporting Information
- NWA Transgender and Gender Diverse Position Statement
- NWA Discrimination and Vilification Policy
- NWA Uniform Statement
- Netball Australia Child Safeguarding Policy
- Netball Australia Member Protection Policy
- NWA Dispute Resolution Process
- NWA Grievance Policy
- NWA Disciplinary Policy
- Play by the Rules [7 Pillars for Inclusion](#)
- [Netball Australia Inclusion of Transgender and Gender Diverse Athletes in Elite Netball Competitions Policy](#)
- Netball Australia Tribunal Rules



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