



BENTLEIGH MCKINNON GYMNASTICS CLUB Inc

INCLUSION POLICY

1. PURPOSE OF POLICY

- 1.1. Bentleigh McKinnon Gymnastics Club has a firm belief that we offer something for everyone, and values diversity in its programs.
- 1.2. This policy serves to underpin the Club's approach to maintaining and developing inclusive programs, activities and facilities.

2. POSITION STATEMENT

- 2.1. Bentleigh McKinnon Gymnastics Club aims to actively encourage and support the participants with a disability or members of the wider community who may feel excluded by reason of culture, nationality, or other factors.
- 2.2. The Club will endeavour to engage each participant in a way that is appropriate, meaningful to the individual and equitable to other participants.
- 2.3. The Club will support wherever possible, inclusion initiatives of Gymnastics Victoria, Gymnastics Australia and other relevant bodies and shall be willing to develop specific inclusion programs.

3. UNDERTAKINGS

- 3.1. The Club will strive to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices to ensure that people with disabilities and other exclusion factors are given maximal opportunity to participate in all aspects of gymnastics.
- 3.2. All Club staff, members and volunteers shall, within their areas of responsibility, take appropriate steps to recognise and remove any barriers which exist to programs and services, within the physical, social, and virtual environment of gymnastics.
- 3.3. The Club will take advantage of educational opportunities provided by Gymnastics Victoria to enable its staff and members to create an inclusive and welcoming environment.
- 3.4. The Club will provide education to Technical Members to ensure that people with disabilities can successfully participate in all aspects of gymnastics to their level of ability.
- 3.5. The Club and its members will strive to meet the commitments, services or modifications required by individual people with disabilities, and will support the education of staff working with individuals as required.
- 3.6. The Club will endeavour to foster relationships with community organisations to ensure well planned and supported inclusive programs can be run which meet the needs of the community.