



## Diversity and Inclusion Policy

<b>Policy Title</b>	Southern Cross Archery Club: Diversity and Inclusion Policy
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<b>Version:</b>	2023:1
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<b>Introduction</b>	Southern Cross Archery Club is committed to fostering a diverse and inclusive community that welcomes individuals from all backgrounds, regardless of race, ethnicity, gender, sexual orientation, age, ability and socioeconomic status.
<b>Purpose of Document:</b>	The main objective of SCAC's Diversity and Inclusion Policy is to inform everyone involved in our club of their responsibilities.
<b>Scope:</b>	<p>This document applies to:</p> <ul style="list-style-type: none"> <li>• All members, committee and board members, coaches and assistant coaches and other personnel participating in events and activities, including camps and training sessions.</li> <li>• any other person to whom the policy may apply.</li> </ul>
<b>Contact:</b>	SouthernCrossArchery@gmail.com
<b>Document(s) :</b>	Diversity and Inclusion Policy

### Guiding Principles:

#### Respect and Dignity:

We treat all individuals with respect and dignity, valuing the unique contributions and perspectives they bring to our archery community.

#### Equal Opportunity:

Southern Cross Archery Club provides equal opportunities for all members, appointments, and participants, ensuring that everyone has the chance to engage in archery activities and events. The exception to this statement exists where a rule or bi-law has been established by the Club, Association or State Body that prohibits participation of an individual in a particular competition because of safety or maturation considerations.



## **Inclusivity:**

Southern Cross archery club:

- Strives to create an inclusive environment that embraces differences and diversity of our members and welcomes people of all abilities and backgrounds to participate in the club.
- Respects the rights, dignity and worth of every person.
- Will treat everyone equally, regardless of age, gender, race, ability, religious belief, sexuality, and social / economic status.
- Recognise the role everyone plays to make the club a successful and enjoyable place to be.
- Success is not only measured by the on-field results, but by the atmosphere of the club.
- Everyone has the right to enjoy their sport in a friendly and positive club, free of harassment and intimidation and abuse.
- All club members have a responsibility to oppose discriminatory behaviour.

## **Non-Discrimination:**

Discrimination or harassment based on race, colour, religion, sex, sexual orientation, gender identity or expression, national origin, disability, age, or any other protected status is strictly prohibited within Southern Cross Archery Club and will result in disciplinary procedures.

## **Anti-Harassment**

Harassment of any kind is not acceptable, and complaints related to behaviour of this nature (see definition) will be treated as serious and will be dealt with promptly, confidentially, and impartially by the Committee or chosen independent party.

No person who lodges a complaint with respect to harassment will be disadvantaged because they have made the complaint.

Complaints relating to harassment will be regarded as serious and may require the involvement of an independent mediator, or the police in the case of a criminal offence.

Internally, formal complaints should be received by the President (unless the complaint directly concerns the President).

On receiving a complaint, the President will decide whether:

- they are the most appropriate person to receive and handle the complaint.
- the nature and seriousness of the complaint warrants a formal resolution procedure.
  - If so, the procedures outlined in the member protection and constitution will be followed.
  - If necessary to refer the matter to the police or other appropriate authority.