



## NETBALL VICTORIA INCLUSION POLICY

### INTRODUCTION

Netball Victoria is committed to being an inclusive organisation, where everyone has the opportunity to participate at a level appropriate to their ability. Participation in netball has the power to unite communities, empower individuals and breakdown barriers. All individuals will be treated equally, with dignity and respect to ensure that all people experience a safe and inclusive netball environment.

### PURPOSE

The Netball Victoria inclusion policy aims to set a standard of equality and diversity within Netball Victoria and its affiliates. It aims to promote principals of equality and ensure respect and diversity is intrinsic to netball culture.

### SCOPE

This policy applies to Netball Victoria's board of directors, the executive management team, all staff members, the Melbourne Vixens athletes and support staff. This policy will also provide a clear policy framework for Netball Victoria's affiliated associations.

### POLICY STATEMENT

Netball Victoria will endeavour to promote equality and diversity within all areas of the business. This will include but will not be limited to the promotion of netball to communities such as;

- Culturally and linguistically diverse (CALD)
- Indigenous
- Individuals with a mental illness and/or disability

In addition to the promotion of netball programs, Netball Victoria commits to ensuring the board of directors, staff and volunteers are educated in diversity, access and equity awareness and that Netball Victoria policies and practises are reviewed regularly to ensure they meet the needs of the Victorian community more broadly.

### OBJECTIVE

Netball Victoria's inclusion policy will benefit the organisation and will result in the following outcomes;

- Increase and diversity in netball participation and membership
- A focus on equal outcomes for Victorians rather than equal output
- A more inclusive netball culture

### RELATED DOCUMENTS

This policy compliments a number of existing documents including;

- Netball Australia's Indigenous Netball Policy
- Netball Australia's Disability Netball Policy