



CALISTHENICS VICTORIA

Inclusion Policy

Version Control and Change History

Version Control

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Prepared by:	Calisthenics Victoria Office
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Change History

Amendment Date	Version No.	Page No(s) replaced	Description of change
26 September 2023	2.0		Amended CVI Reference
21 November 2023	3.0		Amendment of Registered Adjudicator definition

1. INTRODUCTION

Calisthenics Victoria is committed to high standards of ethical conduct and accordingly places great importance on making clear organisational policies.

Calisthenics Victoria is committed to promoting and celebrating its values of: Confidence, Courage, Connection and Community.

Policies and procedures are essential in establishing the desired culture at Calisthenics Victoria and reflect Calisthenics Victoria's current strategic priorities. They reinforce the personal responsibility of all Participants to interact in a positive way and, in being committed to working to the standards articulated throughout this Policy.

Compliance with the policies and procedures will foster and maintain public trust and confidence in the integrity and professionalism of Calisthenics Victoria and Participants.

2. SCOPE

This Policy applies to all:

- Calisthenics Victoria Officers, affiliated Organisations Clubs, Districts, Members, Registered Adjudicators, Registered Coaches, Registered Pupils, Chaperones, Life Member, Volunteers and all other persons bound by Calisthenics Victoria's Constitution, By-Laws and Policies (herein referred to as "**Participants**" throughout this Policy); and
- Calisthenics Victoria office, competition venues, practice venues, performance venues, team travel locations, workshops, functions, events, transit locations (for example airport) and similar premises (herein referred to as "**Venues**" throughout this Policy).

This document does not replace, but supports, legislation, relevant professional bodies' codes of conduct or awards and policies.

3. OBJECTIVES

The purpose of this Inclusion Policy (**Policy**) is to provide Calisthenics Victoria's statement of position regarding the inclusion of all people in the sport of calisthenics.

Calisthenics Victoria is committed to providing equitable access to sport participation, learning and employment opportunities and outcomes. This Policy sets out Calisthenics Victoria's commitment to these opportunities and outcomes that are free from discrimination, sexual harassment, victimisation and vilification.

Calisthenics Victoria will:

- Strive to actively identify and eliminate unlawful direct, indirect and systematic discrimination from its structures and practices, and will ensure that people from under-represented groups are provided with equitable opportunity to participate in all aspects of calisthenics;
- Take appropriate steps to actively identify and reduce barriers which exist to programs and services, within the physical, social and virtual calisthenics environment;

- Increase the awareness and capacity of its affiliated clubs and members to adopt practices and procedures that create inclusive environments that recognise, respect and value diversity;
- Ensure that inclusion and diversity principles underpin organisational strategies and planning; and
- Develop and nurture relationships with advocacy and provider groups for members with diverse characteristics and needs, including those with differing abilities and cultural and linguistic diversity, to aid in the facilitation of inclusive practices and removal of barriers to participation.

This Policy will be regularly evaluated and reviewed through consultation to maintain continuous improvement in programs, services and facilities for people of all ages, abilities, gender identities, sexual orientations, cultural and religious backgrounds.

4. DEFINITIONS

Reference term	Definition
Affiliated Organisations	Means the Australian Society of Calisthenic Adjudicators (Victorian Branch) Incorporated (ASCA) (and its successors), and Clubs.
Calisthenics Victoria	Calisthenics Victoria is the recognised Victorian State Sporting Organisation for the Sport of Calisthenics.
Calisthenics Victoria Officers (Officers)	Includes: <ul style="list-style-type: none"> • The Chief Executive Officer and staff of Calisthenics Victoria, including casual employees, volunteers, contractors, and personnel involved with Calisthenics Victoria. • The Board, Committees, Delegates, Officials and anyone holding a governance position (paid or volunteer). • Those employed by Calisthenics Victoria's subsidiaries in any capacity. • Contractors, where relevant.
Club	Means a group of individuals who have joined together to affiliate with Calisthenics Victoria for the purpose of instructing calisthenics to Registered Performers.
Competition	Reference to Competition includes time in transit, venue facilities and accommodation.
Diversity	The term diversity refers to the different characteristics of people who make up our community. The concept of diversity encompasses acceptance and respect. It means understanding that everyone is unique and recognising our individual differences.
First Nations People	'First Nations People' recognises Aboriginal and Torres Strait Islander people as the sovereign people of this land.
Inclusion	This is the term used to outline a range of options to cater for people of all ages, abilities, gender identities, sexual orientations, cultural and religious backgrounds, in the most appropriate manner possible.
LGBTI	An initialism which stands for Lesbian, Gay, Bisexual, Trans and gender diverse, and Intersex. It's an inclusive umbrella abbreviation that

Reference term	Definition
	encompasses a range of diverse sexualities, genders and sex characteristics.
Member	Means an organisation, club or individual affiliated with Calisthenics Victoria
Multicultural	There are a few definitions of multicultural including: <ul style="list-style-type: none"> • Australian Bureau of Statistics (ABS) Census, meaning one or more parents born overseas; • CALD, meaning Culturally and Linguistically Diverse communities (not Anglo Celtic and Aboriginal and Torres Strait Islander backgrounds); and • NESB, meaning Non-English speaking background.
Participants	Includes Calisthenics Victoria Officers, Affiliated Organisations, Clubs, Members, Registered Adjudicators, Registered Coaches, Registered Performers, Chaperones, Life Members, Volunteers, Stakeholders and all other persons bound by Calisthenics Victoria's Constitution, By-Laws and Policies
People with a disability	The <i>Disability Services Act 1993</i> defines 'disability' as meaning a disability: <ul style="list-style-type: none"> • which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments; • which is permanent or likely to be permanent; • which may or may not be of a chronic or episodic nature; and • which results in substantially reduced capacity of the person for communication, social interaction, learning or mobility and a need for continuing support services. <p>With the assistance of appropriate aids and services, the restrictions experienced by many people with a disability may be overcome.</p>
Registered Adjudicator	Means an adjudicator approved by Calisthenics Victoria
Registered Coach	Means a member of the Victorian Calisthenics Coaches Association, a Division of Calisthenics Victoria.
Registered Performer	Means a person who is a member of an affiliated Club and is registered for the purposes of competitive or recreational calisthenics. Also known as athletes.
Venues	Calisthenics Victoria office, competition venues, practice venues, performance venues, team travel locations, workshops, functions, events, transit locations (for example airports) and similar premises.

5. POLICY

In the spirit of respect, Calisthenics Victoria acknowledges the people of the Aboriginal and Torres Strait Islander Nations who are the Traditional Owners of the land and seas of Australia. Calisthenics Victoria is located on Wurundjeri country.

Calisthenics Victoria recognises the importance of its leadership role in supporting and encouraging a membership base in which diversity is recognised, respected and valued. Calisthenics Victoria activities are underpinned by the following principles:

- All people have inherent dignity and the right to be treated fairly.
- Differences amongst members of the Calisthenics Victoria community are respected and valued.
- Everyone has the right to a participation and working environment that is free from discrimination, sexual harassment, victimisation and vilification.
- Individuals' needs are best met by inclusive practices and individual adjustments where required.

This Policy aims to support Calisthenics Victoria in promoting and actively encouraging an accessible, fair and inclusive environment where all people who participate in a Calisthenics Victoria capacity are:

- Welcomed;
- Respected;
- Represented;
- Included in decision making;
- Empowered to participate; and
- Safe and free from discrimination, bullying, harassment and vilification.

Members of the Calisthenics Victoria community who are covered by this Policy must behave in a fair and equitable way and must not discriminate, sexually harass, victimise or vilify others or request, instruct, induce, encourage, authorise or assist any other person to discriminate, sexually harass, victimise or vilify others.

Calisthenics Victoria Officers with supervisory responsibilities must exercise their leadership and authority to ensure an inclusive participation and work environment that is free from discrimination, sexual harassment, victimisation and vilification.

Barriers to participation in calisthenics may be experienced by a number of Victorian communities, including (but not limited to): individuals with a disability, newly arrived migrants and refugees, socio-economically disadvantaged individuals, older adults, individuals from culturally and linguistically diverse (**CALD**) backgrounds, members of the LGBTI community and individuals living in regional or remote locations.

Any person covered under the scope of this Policy may make a complaint of discrimination, sexual harassment, victimisation or vilification under the Member Protection Policy, the Code of Conduct or Respectful Workplace Behaviour Policy, as is relevant to that person.

Calisthenics Victoria is committed to supporting the participation of Victoria's diverse population by ensuring that the objectives and commitments identified in this Policy are implemented to reflect inclusive practices across all areas of participation.

This Policy will be made available via the Calisthenics Victoria website at www.calisthenics.asn.au and shall be communicated to all Participants of the Calisthenics Victoria community.

6. ROLES AND RESPONSIBILITIES

It is the responsibility of the Chief Executive Officer to establish a procedure for the management of processes which are covered by this Policy. The Chief Executive Officer is also responsible for the overall administration of these processes.

7. MONITORING, REVIEW AND EVALUATION

The Board, through its Governance Committee, is responsible for monitoring, evaluating and reviewing this Policy, as required, from time to time in accordance with changing Calisthenics Victoria needs and legislative requirements.

8. RELATED DOCUMENTS

- Code of Conduct
- Member Protection Policy
- Child Safe Framework
- Respectful Workplace Behaviour Policy
- Prevention of Bullying Policy
- Workplace Health & Safety Policy
- Disciplinary Policy

8. ATTACHMENTS

Nil.