

INCLUSION POLICY

Social inclusion is about making sure that all children and adults are able to participate as valued, respected and contributing members of society. It is also about the acceptance and equal treatment of members of the wider community regardless of their gender, gender identity or sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated.

This policy provides Triathlon WA 's position on the inclusion of all people with a particular focus on athletes with a disability.

RATIONALE

Sport can play a powerful role in:

- Contributing to the development of healthier communities and individuals
- Increasing social connection and shaping acceptable social norms
- Promoting multiculturalism

Research shows lower than average participation rates in some population groups, compounded by discrimination when participating in sport. It is important that Triathlon WA takes an active leadership role in supporting and encouraging diverse participation in all aspects of Triathlon, including paid and voluntary roles in coaching, officiating and administration.

PRINCIPLES AND BELIEFS

This policy is based on and upholds:

- Human Right Principles relating to equity, access, participation and support
- Essence of Australian Sport principles relating to fair play, respect, responsibility and safety requirements under anti-discrimination and equal opportunity laws
- Responsible social and community values

This policy upholds the belief around:

- The importance of valuing both participation and competition
- That an inclusive triathlon community can contribute to community safety, a fair go for all members and develop a social network for people who may not have previously had a feeling of belonging
- That inclusive environments contribute to a sense of local and community participation and strives to uphold the positive differences and diversity between people
- That inclusive organisations become a hub and are key social spaces, which contribute to community and cultural development

POLICY COVERAGE

This policy covers all Triathlon WA areas of authority and applies to everyone involved in the activities of Triathlon WA including committee and board members, staff, volunteers, athletes, coaches, officials, administrators, parents and spectators.

PURPOSE

The purpose of this policy is to help Triathlon WA take action to promote inclusion and act to assist in the prevention of those problems associated with discrimination within Triathlon.

Therefore, in partnership with its key stakeholders, the aim of Triathlon WA is to provide a space where all people feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying and harassment.

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POSITION STATEMENT

Triathlon WA embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment involves a focused approach to actively encourage and support the inclusion of all people, in particular athletes with a disability in all aspects of our sport.

Inclusion will only work if all participating clubs embrace the idea of including people of all ages and abilities into the Triathlon community and sharing an understanding that all members of the community have a part to play in developing and maintaining a vibrant triathlon culture in Western Australia.

Inclusion involves the integration of people with varying abilities into mainstream activities within the triathlon community. Any organization is only as good as the people who make it up and it is the responsibility of all members to recognize the value of persons of varying abilities.

TRIATHLON WA COMMITMENT

Triathlon WA staff, board, members and volunteers will, within their areas of responsibility and resources, take all reasonable steps to address barriers which limit people's participation in programs and services within the physical, social and virtual environment of Triathlon. Genuine participation in the Triathlon community requires contributions from both participants and groups and therefore our member clubs will regard every person as an active and contributing participant.

Given the importance of sport and recreation to everyone in the community, Triathlon WA agrees that it is of utmost importance to the triathlon community that all members of the community, have access to the range of opportunities that we provide.

In practical terms Triathlon WA will actively work with all its members to:

- Speak with community groups and make respectful relationships with other organisations to facilitate inclusive practices and challenge barriers to participation.
- Take all reasonable steps to eliminate discrimination from our structures and practices.
- Encourage people from all areas of the community to be recognised, respected, valued and welcomed into Triathlon
- Deliver opportunities for training in coaching, officiating and leadership positions.
- Advocate for the creation and maintenance of safe, accessible, inclusive and equitable physical and social environments.

Version Control

Version	Date	Revised by	Comments
1.0	October 2016	P. Minchin	New policy implemented. Replaces the previous TWA Disability Inclusion Policy
2.0	September 2018	P. Minchin	Amendment to remove reference to specific population groups so that it reads that all members of the community have access to the range of opportunities that we provide.
3.0	April 2020	A.Apps	Update reference from players to athletes