



INCLUSION POLICY

Badminton Victoria

ISSUE / REVIEW DATE:	October 2022
POLICY COVERAGE:	Badminton Victoria Board, Staff, Volunteers, Technical Officials, Members, Coaches, Managers and Players
FREQUENCY OF REVIEW:	Yearly
NEXT REVIEW DUE:	July 2023

1. OBJECTIVE

The purpose of this policy is to provide Badminton Victoria's (BV) statement of position regarding the inclusion of all people in the sport of badminton.

This policy will form part of BV's strategic plan 2021 – 2023.

2. POLICY

BV recognises the importance of its leadership role in supporting and encouraging a membership base in which diversity is recognised, respected and valued.

This inclusion policy supports BV in promoting and actively encouraging an accessible, fair and inclusive environment where all participants are:

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

BV recognises the importance of making badminton accessible to the diverse Victorian population. Recent research indicates barriers to participation in sport may be experienced by several Victorian communities, including but not limited to:¹

- Aboriginal and Torres Strait Islander²
- People with disability³
- Culturally and linguistically diverse people⁴
- LGBTI+ people⁵
- Women and Girls

¹ Australian Bureau of Statistics, 2012, Sport and Recreation: A Statistical Overview

² Department of Aboriginal Affairs, 1981. Report on a review of the administration of the working definition of Aboriginal and Torres Strait Islander, Canberra: Commonwealth of Australia.
Department of the Parliamentary Library, 2003. Defining Aboriginality in Australia, Canberra. Commonwealth of Australia.

³ Disability Act 2006 (VIC), s 3.

⁴ Australian Bureau of Statistics, Media Release: Census reveals a fast changing, culturally diverse nation, 2016 *Census: Multicultural*, Belconnen, ACT, Australian Bureau of Statistics, 2016, <https://www.abs.gov.au/ausstats/abs@.nsf/lookup/media%20release3>, (accessed 26 June 2020).
Sport Australia, Inclusion Glossary, 2020, Sport Australia, Belconnen, ACT, https://www.sportaus.gov.au/participation/inclusive_sport/toolkit/inclusion-glossary/, (accessed 26 June 2020).

⁵ Denison E, Kitchen A, 2015, Out on the Fields

Pride in Sport [ACON Health Ltd], Language & Terminology, 2020, *Pride in Sport* [ACON Health Ltd], Surry Hills, NSW, <https://www.prideinsport.com.au/terminology/>, (accessed 26 June 2020).

3. KEY POLICY PRINCIPLES

BV will:

1. **Increase the awareness and capacity** of our members, technical members, and volunteers to adopt practices and procedures that create inclusive environments that recognise, respect and value diversity.
2. Take appropriate steps to **actively identify and reduce barriers** which exist to BV programs and services, within physical, social, and virtual environments.

This extends to our staff, participants, members, volunteers, and supporters.

3. Ensure that **inclusion and diversity principles** underpin organisational strategies and planning wherever relevant.

We believe that sport is about fairness and equality, respect, and dignity. Sport teaches individuals how to strive and succeed; how to cope with success and disappointment; and it brings people together with a common goal.

4. **Develop and nurture relationships** with other service providers and organisations to aid in the facilitation of inclusive practices and removal of barriers to participation.
5. Strive to actively **identify and eliminate unlawful direct, indirect, and systematic discrimination** from BV's structures and practices, and will ensure that people experiencing exclusion factors are provided with equitable opportunity to participate in badminton.

We will make badminton a safe and welcoming place for everyone and we will not accept inappropriate behaviour. We will ensure there are procedures in place so that complaints and concerns can be raised and addressed professionally, confidentially, and sensitively.

We will encourage **fair and equal opportunities in every aspect of badminton** – regardless of gender, religion, sexual orientation, age, race, nationality, ethnic background, or disability – who aspire to be a player, coach, administrator, technical official, volunteer or manager. We will work with our member clubs, associations, venues, and stakeholders to deliver welcoming and accessible facilities for all our participants.

This policy will be regularly reviewed through consultation with stakeholders to maintain continuous improvement in programs, services, and facilities for people of all abilities and backgrounds.

4. DEFINITIONS AND INTERPRETATIONS

Diversity:

The concept of diversity encompasses acceptance and respect. It means understanding that each person is unique and recognising our individual differences.⁶

Inclusion:

This is the term used to outline a range of options to cater for people of all ages, abilities, and backgrounds, in the most appropriate manner possible.⁷

5. POLICY PROMOTION

This policy will be made available to all members via the BV website at badmintonvic.com.au and shall be communicated to all staff, board, and members.

6. ADDITIONS OR AMENDMENTS

As a Governance policy, any changes to key policy principles of Governance and Finance policies must be approved by the Board as determined by the Board or relevant Board Sub-committee; and

Changes to any related procedures may be reviewed and updated by the Staff Member responsible and be approved by the Executive General Manager.

⁶ Sport Australia, Inclusion Glossary, 2020, Sport Australia, Belconnen, ACT, https://www.sportaus.gov.au/participation/inclusive_sport/toolkit/inclusion-glossary, (accessed 26 June 2020).

⁷ Sport Australia, Inclusion Glossary, 2020, Sport Australia, Belconnen, ACT, https://www.sportaus.gov.au/participation/inclusive_sport/toolkit/inclusion-glossary, (accessed 26 June 2020).