



DIVERSITY & INCLUSION POLICY

ADM-POL004

Purpose

This Policy has been developed in order to encourage the participation of all groups in the community in the sport of hockey. It will help Hockey SA to take action to promote inclusion and prevent and manage problems associated with discrimination. Our aim is to provide an environment where all people feel welcome, safe, represented, included in decision making, able to participate and free from discrimination.

Scope

This Policy applies in its entirety to the scope of the Association including the operation of the State Hockey Centre.

Hockey SA encourages clubs to consider the merits of establishing their own diversity and inclusion policy.

Policy Statement

Being inclusive means providing a range of options and opportunities so that people of all cultures, ability, gender, race, sexuality, religion, or age can participate to the extent that they want to. Inclusion requires focus, commitment and flexibility to remove barriers to participation, and to create programs and activities that allow everyone to achieve their potential.

Hockey SA is committed to providing welcoming, inclusive and supportive hockey environments, programs and competitions for people from all backgrounds, at all levels of the game.

We encourage participation by all groups and individuals to play or be involved to the level they wish, whether it be social, competitive, coaching, officiating or administering. We understand the important role sport can play in promoting a feeling of belonging and inclusion.

We will work to identify and address the barriers to participation in hockey through specific strategies and programs that provide opportunities for those new to the sport to participate in fair, safe and inclusive hockey environments.

We recognise the benefits to our sport becoming more inclusive which include:

- Increasing membership – which can add to club and association financial sustainability
- More players – which can add new levels of competition
- More volunteers – from a wider network of community family and friends
- More expertise – in officiating, coaching and/or administration
- Greater social benefits – of forming and maintaining new relationships and bonds
- Closer engagement – with the wider community, businesses and potential sponsors
- Good positive stories about our sport and clubs to share with the local media
- A fresher and more vibrant organisation – with new people come new ideas, innovation, flexibility and creativity.

Legislative Requirements

At all times and in all situations, Hockey SA and affiliated members will take reasonable steps to identify and eliminate unlawful direct, indirect and systemic discrimination, in accordance with applicable laws.

What we will do

We are committed to ensuring that:

- no one is turned away because of their culture, ability, gender, race, sexuality, religion, or age - and that there is a place for everyone
- everyone is welcomed and supported to participate to the extent that they want to
- our facilities, premises and publications are accessible to everyone
- our social events are welcoming and inclusive
- our volunteers and staff are properly trained and educated about inclusion and how to deal with any complaints or grievances
- our Board and committees reflect the diversity of our members.

We will advocate to government for more inclusive and disability-friendly facilities for our sport.

Review of policy

The Board of Hockey SA will review this policy annually or as often as it determines necessary and will make any changes it determines necessary or desirable.

Access to the policy

This policy will be available for viewing by any member of Hockey SA through its website or a copy will be provided upon request.