



Mornington Peninsula and Frankston City Table Tennis Association Inc (MFTTA)

ALL-INCLUSIVITY POLICY

Version 3: 4 August 2020

Drafts: Drafted 2013 and edited by Les Dawson 2 July 2019; Board changes endorsed 4 August 2020; name changed to MFTTA

Approved and endorsed by: MPTTA Board of Directors at its meeting on 4 August 2020

Our commitment

The MFTTA provides an all-inclusive environment and encourages people no matter what their culture, religion, beliefs, background, age, gender, ability (both mental and physical ability) to participate in our sport at whatever level they feel comfortable being involved. Examples of how people may wish to participate with us include volunteer, participant, umpire, coach, administrator or supporter. We want everyone to feel they have an opportunity to participate and play a role in our association.

People from diverse cultures

We will support and respect people from diverse cultures and religions to participate in our association and where possible will accommodate requests for flexibility (e.g. modifications to uniforms).

Sexual & Gender Identity

All people, regardless of their gender and sexuality, are welcome at our association. We strive to provide a safe environment for participation and will take action over any discriminatory behaviour.

Our association encourages girls and women to play in competition teams with others without regard to their gender. The main criterion used by the association in team selection at each grade level will be based on ability, not gender. Where possible the association will provide some events or activities that allow single gender entry (e.g. tournaments).

People with Disability

We will endeavour to make our association as accessible as possible, recognising Table Tennis Victoria's policy on inclusion, the ability of individuals involved in our association, the type and level of competition they want to join and our capacity to make modifications that promote inclusion.

What we will do

- Put people first, focus on their strengths in what they can do and find out how they want to participate.
- Ask each individual – and their parents if the participant is a child – for their advice about what support would help them to participate.
- Where possible, make adjustments to our coaching, equipment, rules and playing environment and modifications to our premises (e.g. wheelchair access ramp).
- Be honest and explain if certain modifications or adjustments are not currently possible.
- Communicate with people and share association information in appropriate ways and formats.
- Expect all members of our association to accept and welcome all people.
- Make sure people of all abilities are included in our association's social activities and are recognised for their contribution and achievement.
- Have strong policies to ensure that people can play sport and participate in our association without discrimination, harassment or bullying.
- Provide information about other options for participation outside our association; e.g. specific associations where major modifications have been made to increase opportunities for participation.
- What we ask you to do
- Tell us what we can do to help include you in our association
- Understand that we will do our best to make any necessary adjustments or modifications
- Talk to us if you have any concerns or suggestions to help us make our association more inclusive.