



Equal Opportunity Policy

INTRODUCTION

Walkerville Softball Club endorses equal opportunity, diversity, supports equal rights, and does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap, whether covered by applicable legislation or not, except where affirmative action may be required to redress individual or social handicaps of people from disadvantaged groups.

PURPOSE

This document sets out Walkerville Softball Club's policy against such discrimination.

POLICY

Walkerville Softball Club does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap or any other personal attribute protected by law, except where affirmative action may be required to redress individual or social handicaps. Walkerville Softball Club will make all reasonable accommodations to allow people who experience difficulties in their dealings with the Club to benefit equally from its work.

RESPONSIBILITIES

1. The Committee will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of its position of Equal Opportunity.
- Monitor performance by way of periodic management reports.

2. The President will:

- Ensure that:
 - the Club's practices and processes incorporate precautions against discrimination in administration, playing, coaching and volunteering;
 - Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- Where appropriate, delegate responsibility for compliance to members with responsibility for particular sections.
- Oversee the performance of members in these matters.
- Review and report to the committee, as appropriate, on the effectiveness of the Club's effort to be free of discrimination.
- Investigate breaches and ensure that any adverse trends are addressed.
- Promote a culture of effective equal opportunity compliance across the Club.

3. All members and volunteers at all levels will:

- Ensure that they are aware of the organisation's equal opportunity policy;
- Not act in a manner that would be considered to be discriminatory;
- Where appropriate, suggest ways in which practices, systems and procedures could be improved so as to reduce the likelihood of discrimination occurring.

WSC COMMITTEE

Approved: April 2019

Next Review by: 30 June 2021

April 2019