



Inclusion
IN SPORT



POLICY



UWA
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SPORT



Inclusion in **SPORT POLICY**

AIM: Our Inclusion in Sport Policy outlines our commitment, objectives and framework aimed at identifying and removing discrimination and promoting equal opportunity in sport for all.

Introduction

At UWA Sport, we believe that everyone has the right to participate in sport. We see sport as an avenue whereby all individuals can come together on the same playing field to improve their health and wellbeing, and build social cohesion. Our focus is on fostering an environment that welcomes, accepts and embraces the diversity of our UWA community.

Principles

1. Commitment

Our commitment is to provide an inclusive and diversified community, whereby all students and community members can come together in a safe and respectful environment. We will provide equal opportunity to all, by fostering awareness of diversity and by providing opportunities that support individual abilities, beliefs and aspirations. We will embrace diversity and inclusion through our values to encourage and support equity, fairness and inclusiveness in all that we do.

Furthermore, we maintain a commitment to promoting respectful behaviour and eliminating all forms of unlawful discrimination, harassment and bullying in our community through the adherence to anti-discrimination laws and policies.



2. Objectives

Our Vision is to be regarded as the leading university in Australia for participation, performance and inclusion in sport.

We strive for inclusion and diversity across all our programs, services and facilities, ensuring we reflect the diversity of the community in which we operate.

Our Commitment is underpinned by key objectives depicted in our 2020-2025 Strategic Plan including:

- Expand existing and develop new programs that enable participation of those from underrepresented and diverse cultural backgrounds.
- Embed Indigenous knowledge and culture through sport.
- Leverage UWA's academic resources to extend its contribution to the broader sport and recreation industry.

3. Scope

Our Inclusion in Sport Policy extends to all individuals within our UWA community, and includes all engagements both on UWA campus grounds and at external venues. This includes, but is not limited to, our;

- Staff, including permanent, part-time, contractual and casual employees.
- Affiliated clubs members, volunteers, staff and spectators.
- TEAM UWA representatives, athletes, staff, spectators and volunteers.
- Competition and Program participants, including Inter-Faculty, Inter-College, Social Sports, Kids Holiday Program and Aquatic Learn to Swim programs.
- UWA Sport Recreation and Fitness Centre members and casual users.
- UWA Sport facility users and spectators.

The Policy applies to all of our operations and engagements, including those run on UWA campus grounds (Crawley, Claremont, Sports Park and Albany campuses) as well as at external venues where UWA Sport community members work, participate or compete at.

It focuses on addressing awareness and participation in sport for underrepresented groups within our UWA community, including, but not limited to;

- Indigenous Australians
- Low Socio-Economic Status Communities (i.e. regional/remote)
- Culturally and Linguistically Diverse Communities (i.e. international students)
- LGBTQIA+ Communities
- Gender Equity (i.e. women in sport)
- People with a Disability.

4. Framework

UWA Sport have established an Inclusive Sport Framework that focuses on advancing diversity and inclusivity in sport via long term cultural change, derived from the 7 Pillars of Inclusion Model developed by Play by the Rules and Sport Australia.

The framework captures:

- What we believe in (our Inclusion Commitment Statement)
- Rights and responsibilities (our policies and codes)
- What we do (our related strategies and programs)
- How to get involved and get inclusive (resources and tools)
- How we educate and support our community (education, and training)
- How we measure and communicate our progress (communication and reports).

The Model focuses on developing knowledge and action across seven keys elements that are universally applicable to all community groups. The seven elements are:

- Access
- Attitude
- Choice
- Partnerships
- Communication
- Policy
- Opportunities.

5. Discrimination, Harassment & Bullying

In line with UWA's Code of Ethics and Code of Conduct, UWA Sport is committed to maintaining an environment that is free from discrimination and harassment. The University has a duty of care to all members of its community and violence, aggression and bullying are unacceptable.

6. Complaints

We support complaints from all community members, including staff and students, about bullying, discrimination and harassment. These matters should be directed to the University's Complaints Resolution Unit at web.uwa.edu.au/university/complaints

7. Enquiries

Inclusion Team

Our Inclusion Team leads our strategies and initiatives relating to diversity and inclusion across all our programs, services and facilities. The Team can provide advice and support to all community members on matters relating to inclusion in sport.

The Inclusion Team can be contacted on info@sport.uwa.edu.au

People & Culture Team

Our People and Culture Team supports our workplace practices, including enquiries relating to discrimination and harassment.

The team can be contacted confidentially on people@sport.uwa.edu.au

Definitions

Equal opportunity means ensuring people are treated on a fair and equitable basis, on their skills and abilities, whatever their differences in other respects.

Discrimination is where a person is treated less favourably because of their sex, age, marital status, pregnancy, race, ethnic origin, sexual orientation, gender identity, political or religious conviction, impairment, family responsibility or family status. Discrimination may be direct, indirect or systemic.

Diversity means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Harassment for the purposes of these procedures is defined as any unwelcome, offensive, belittling or abusive comment or action regarding a persons' sex, age, marital status, pregnancy, race, ethnic origin, sexual orientation, gender identity, political or religious conviction, impairment, family responsibility or family status. It is behaviour towards another person which is unwanted and which adversely affects the work or study environment.

Inclusion Is where everyone has the opportunity to use the same facilities, take part in the same activities, and enjoy the same experiences.

The University of Western Australia acknowledges that its campus is situated on Noongar land, and that Noongar people remain the spiritual and cultural custodians of their land, and continue to practise their values, languages, beliefs and knowledge.

Related Policies and Guidelines

[UWA Sport's Inclusion Sport Framework](#)

[UWA's Charter of Student Rights and Responsibilities](#)

[UWA's Code of Ethics and Conduct of Conduct](#)

[UWA's Equal Opportunity and Affirmative Action](#)

[UWA's Prevention and Resolution of Bullying on Campus](#)

[UWA's Sexual Harassment Policy](#)

[UWA's Racial harassment](#)



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UWA Recreation and Fitness Centre

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 Mon-Fri: 6am to 11pm | Sat-Sun: 8am to 9pm