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## MENTONE ATHLETIC CLUB

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# Inclusion Policy

## Our Commitment

We acknowledge the Traditional Owners of the land on which we train, the Boon-Wurrung peoples of the Kulin Nation, and pay our respects to their Elders both past and present.

Our club welcomes all members of the community, regardless of their faith, race, ethnicity, sexual orientation or abilities. We will include people from a diverse range of backgrounds and abilities in our club in both playing and non-playing roles.

We have a long history of inclusion at Mentone Athletic Club which includes specialist All-Abilities coaching and Paralympians.

We will endeavour to make our club as accessible as possible, based on our state sports policy on inclusion, the ability of individuals involved in our club, 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, regardless of their background or ability and focus on what we can do to encourage participation.
- Expect all members of our club to accept and welcome people from all backgrounds and abilities.
- Make sure people of all backgrounds and abilities are included in our club'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 club without discrimination, harassment or bullying.
- Ask members – and their parents if the participant is a junior – for their advice about what improvements or modifications would help.
- Where possible, make adjustments to our coaching, equipment, rules or playing environment.
- Be honest and explain if certain modifications or adjustments are not currently possible.
- Communicate with people and share club information in appropriate ways and formats.
- Provide information about other options for participation outside our club where appropriate.