

INCLUSION STATEMENT

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Last Reviewed:	MSWA Board approved 16 th October 2019
Controlling Body:	MSWA Board
Next Review:	Annually or as new legislation and/or direction from MSA or Sport Australia received

Inclusion Statement

Overview

Masters Swimming Western Australia (MSWA) aims to provide a fair, equitable and productive environment for all members. This statement sets out the general approach of MSWA to ensure that anyone participating or wishing to participate is able to do so in a discrimination - free environment, where they feel:

- Welcome
- Included in decision making
- Free from harassment and discrimination

Subject to the over-arching Rules that apply to our events, including those governed by FINA Rules.

Background

Australia is a diverse nation, comprising of many cultures and communities. This diversity should be seen as a strength and used for the development of a tolerant and cohesive country. MSWA recognise that some sections of society have been denied an opportunity to participate in the sport and wish to implement a policy that ensures that everyone is treated fairly and avoid practices that could discriminate directly or indirectly towards certain sections of society. In order to achieve this MSWA recognise that in some instances, unequal distribution of effort and resources may be required. This may be necessary when sections of society are faced with barriers that prevent or restrict their participation in swimming. MSWA will also advocate that all those involved in the sport must demonstrate the appropriate standards of conduct and treat everyone fairly.

Statement Application

1. This statement applies to all MSWA members and all other people or organisations which by agreement or otherwise, are bound to comply with this policy (including contractors, Board Directors, Regional Network representatives, employees, administrators, volunteers and attendees at functions of MSWA).
2. This statement applies to behaviour and practices occurring during the course of MSWA business, activities, competitions and events
3. This statement applies to members from all sections of society, including, but not limited to:
 - a. Culturally and Linguistically Diverse (CALD)
 - b. Indigenous
 - c. Individuals with a disability
 - d. Sexual orientation
 - e. Gender

Responsibilities

MSWA'S role and contribution in making this statement work is to:

1. Prepare a policy statement as a part of the MSWA Membership Protection Policies
2. Take all reasonable steps necessary to ensure that everyone in the organisation knows:
 - a. What diversity and inclusion is
 - b. That harassment and discrimination is against the law and that it will not be tolerated
3. This will be achieved by:
 - a. including a copy of the Statement in Policy and Procedures online
 - b. distributing the Statement to all Clubs of MSWA
4. Ensuring all MSWA Club personnel are educated and trained with the statement
5. Including a copy of the statement on the MSWA website
6. Notifying participants in all MSWA activities and / or events that they will be required to comply with this statement
7. Take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices
8. Ensure that diversity, inclusion / engagement principles permeate throughout the organisational strategic and development plans
9. Ensure employees and volunteers, within their areas of responsibility, take reasonable steps to remove any barriers to programs and services which may exist
10. Ensure that the design and delivery of programs are undertaken in consultation with relevant communities or bodies and are relevant to the interests and needs of the target audience
11. Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management
12. Adopt good practice in recruitment, training and supervision of all employees and volunteers, and provide guidance to our affiliated clubs
13. Monitor the profile of members, volunteers and employees and the ongoing impact of any inclusion / engagement programs
14. Review and evaluate this policy on an annual basis through consultation to maintain continuous improvement in programs, services and facilities

The Clubs, MSWA members and spectators role and contribution is to:

1. Comply with this statement and ensure information is made available
2. Ensure all significant personnel are familiar with the statement and required procedures at each level of the MSWA Network
3. Collaborate with MSWA staff to implement best practice
4. Report any areas of concern to MSWA within a timely manner

Policy Statement

MSWA will take all complaints seriously and will ensure they are dealt with promptly, sensitively and confidentially. Disciplinary action may be taken against a person who is found in breach of this statement, in accordance with the MSA Member Protection Policy.