



# **Boxing Australia (Tasmania) Inc**

## **Inclusion Policy 2020**



**BOXING**  
**AUSTRALIA**  
TASMANIA



# Inclusion Policy

## DOCUMENT CONTROL

Classification	Policy Document (Public)
Submitted By	BAT President
Approved By	BAT Committee
Date Reviewed /Approved	November 2020
Next Review Date	November 2022
Application	All BAT Committee members, boxers, coaches, officials, volunteers, contractors and stakeholders
Managed By	BAT Committee
Relevant Policies/Regulations	BAL Participant Protection Regulations



# Inclusion Policy

## Introduction

All people should have the opportunity to be involved in sport and physical activity, regardless of their gender, sexual orientation, ability, cultural background or ethnicity.

The Committee of Boxing Australia (Tasmania) Inc (BAT) is committed to being an inclusive organisation, where everyone has the opportunity to participate at a level appropriate to their ability. Participation in the sport of boxing has the power to unite communities, empower individuals and breakdown barriers. All individuals will be treated equally, with dignity and respect to ensure that all people experience a safe and inclusive sporting environment.

The sport of boxing has a long and proud history of attracting and supporting participants from diverse backgrounds and abilities. This Policy has been developed to compliment, and shall be read in conjunction with, Boxing Australia Limited's Participant Protection Regulations.

Clubs affiliated with BAT shall welcome members of the community, regardless of their abilities and shall endeavour to offer participation opportunities, both playing and non-playing roles, to the greatest extent possible.

## Purpose

The BAT inclusion policy aims to set a standard of equality and diversity within BAT and its affiliates. It aims to promote principals of equality and ensure respect and diversity is intrinsic to boxing culture.

## Scope

This policy applies to BAT's Committee Members, all staff members and volunteers. This policy will also provide a clear policy framework for BAT's affiliated associations (including clubs, coaches, referees, judges, athletes and club support staff/volunteers).

## Policy Statement

BAT will endeavour to promote equality and diversity within all areas of the association. This will include but will not be limited to the promotion of boxing to communities such as:

- Culturally and linguistically diverse (CALD)
- Indigenous
- Individuals with a mental illness and/or disability
- LGBTQI

In addition to the promotion of boxing programs, BAT commits to ensuring the Committee, staff and volunteers are educated in diversity, access and equity awareness and that BAT policies and practises are reviewed regularly to ensure they meet the needs of the Tasmanian community more broadly.

## Objective

BAT's inclusion policy will benefit the organisation and will result in the following outcomes:

- Increase and diversity in boxing participation and membership.
- A focus on equal outcomes for Tasmanians rather than equal output.
- A more inclusive boxing culture.

## Resources for Clubs and Coaches

- **Boxing Australia Limited**

Boxing Australia Limited has developed a comprehensive approach to inclusion as part of the Participant Protection Regulations. This document made be found online at:

<https://cdn.revolutionise.com.au/site/znxwhy14xnedvclq.pdf>

- **Play By The Rules**

Established by the Australian Sports Commission, Play By The Rules is an online resource designed to assist local communities with making sport safe, fair and inclusive. A large bank of information is available online including information about the 7 Pillars of Inclusion and the Inclusion Tools Kit. The website may be accessed at:

[www.playbytherules.net.au/got-an-issue/inclusion-and-diversity](http://www.playbytherules.net.au/got-an-issue/inclusion-and-diversity)

- **Be Prepared! Sport and Active Recreation Program**

Developed by Latrobe University Lecturer Pam Kappelides, this website provides specific disability information for coaches and clubs, wishing to find more information to tailor the way they coach and develop programs for people of all ages with a Disability. The website may be accessed at:

<http://disability-resource.org.au/>

- **Sport Australia and Sport AIS**

Developed an "Inclusive Sport Framework" that sends an overt message that the sport will not tolerate discrimination, barriers or disadvantage.

[www.sportaus.gov.au/integrity\\_in\\_sport/inclusive\\_sport](http://www.sportaus.gov.au/integrity_in_sport/inclusive_sport)

## Changes to Our Inclusion Policy

BAT welcomes your questions and any suggestions you may have about our Inclusion Policy. We reserve the right to revise or supplement this Inclusion Policy from time to time. Any updated version of this Inclusion Policy will be posted on our official website and will be effective from the date of posting.

You should bookmark and periodically review this document to ensure that you are familiar with the most current version of this Inclusion Policy.

## Enquiries and Complaints

If you would like further information about the BAT Inclusion Policy or have any concerns, complaints or you think there has been a breach, please contact us at:

- **Post:** 300 Liverpool Street, Hobart, 7000
- **Email:** [boxingtasmania@gmail.com](mailto:boxingtasmania@gmail.com)
- **Tel:** 03 6107 9206