



EQUITABLE ACCESS & USAGE POLICY



Policy Statement

Kahibah Football Club is dedicated to fostering an inclusive and equitable sports environment where all individuals, regardless of background, ability, or identity, have fair and unhindered access to participate, compete, and benefit from our sporting programs.

This Equitable Access and Usage Policy outlines our commitment to promoting diversity and inclusivity in all facets of our sporting activities.

This policy is to be read in conjunction with the requirements and policies published by Northern NSW Football.

Principles:

1. **Inclusivity and Diversity:** We embrace and celebrate the diversity of participants, including but not limited to race, ethnicity, gender, age, ability, and socio-economic background.

We recognise and value the diversity of individuals and are committed to providing access to our resources and services to all members of our community without discrimination.

Discrimination or exclusion based on any characteristic is not what is part of Kahibah FC Values and will not be accepted.

2. **Equal Opportunity in Participation:** All individuals shall have an equal opportunity to participate in our sports programs and events.

Team selections, competition entries, and other participation-related decisions will be based on merit, skill, and dedication.

3. **Accessible Facilities and Equipment:** We are committed to providing accessible facilities and equipment to ensure that all participants, including those with disabilities, can engage in sports activities.

4. **Fair Treatment in Coaching and Training:** Coaching and training opportunities will be open to all individuals without bias, ensuring fair and equitable development opportunities for athletes.

5. **Anti-Harassment and Discrimination:** Harassment, bullying, or discrimination of any kind, whether verbal, physical, or online, will not be tolerated within our sporting community.

6. **Accountability:** We will hold ourselves accountable for upholding the principles of this policy and will take appropriate measures to address instances of non-compliance.

Guidelines:

Facility Access:

- ✚ Ensure that sports facilities are accessible to individuals with varying abilities and needs.
- ✚ Implement reasonable accommodations to facilitate participation for individuals with disabilities.

Youth Development:

- ✚ Foster youth development programs that provide equal opportunities for skill development and exposure to various sports.

Gender Equality:

- ✚ Promote gender equality in sports by providing equal opportunities, resources, and support for both male and female athletes.

Inclusive Events and Competitions:

- ✚ Organize inclusive events and competitions that accommodate diverse skill levels and age groups.
- ✚ Implement fair competition rules that prevent any form of discrimination, at all ages.

Community Engagement:

- ✚ Engage with the local community to understand diverse needs and preferences.
- ✚ Collaborate with community organizations, sporting bodies and local Council to promote sports accessibility for all.

Implementation:

Policy Integration:

Integrate this policy into all aspects of our sports programs, including team selections, coaching, event planning, and facility management.

Communication:

Communicate this policy to all stakeholders, including athletes, coaches, parents, and volunteers.

Promote awareness of the policy through various channels, including the organization's website, social media, and in-person events.

Training Programs:

Develop and implement training programs for coaches and staff to ensure understanding and compliance with the Equitable Access and Usage Policy.

Monitoring and Reporting:

Establish mechanisms to monitor the implementation of this policy and regularly report on progress and areas for improvement.

Enforcement:

Violations of this policy may result in disciplinary actions, including but not limited to suspension, expulsion, or other appropriate consequences.

Review and Revision:

This policy will be reviewed yearly from date of publish to ensure its effectiveness, relevance, and alignment with our organization's values and goals. Any necessary revisions will be made in consultation with athletes, coaches, and other stakeholders.

Revision	Description	Date Implemented
0	Draft – for Consultation	October 2023