



INCLUSION POLICY

Inclusion Statement

[Surf Club Name] welcomes all members of the community regardless of ability, age, culture, gender, race, religion or sexuality.

[Surf Club Name] encourage participation by all individuals and groups to be involved to the level they wish, whether it be through lifesaving activities, social, surf sports (competition) or assisting with running our club and/or its activities.

We understand the important role the organisation of Surf Life Saving and [Surf Club Name] can play in promoting a feeling of belonging, a sense of community and inclusion. Inclusion is only possible if everyone embraces its benefits and agrees we all have a part to play in creating an inclusive, safe and positive club.

Success is not only seen through measuring outcomes, results, and targets, but in the culture, atmosphere and spirit both on and off the beach.

All staff, volunteers, members, parents, coaches, officials and spectators of [Surf Club Name] are expected to behave in a way which is consistent with this vision and that is respectful, inclusive and treating others with dignity.

Purpose

To send a clear message to staff, members, committee and executive, coaches, officials as well as parents and spectators that harassment of any kind based on race, religion, culture, gender or sexuality is not tolerated at the Club and will incur disciplinary action.

Procedures

Your Club's grievance and complaints procedures should **be inserted here** or those depicted in the Model Rules for Incorporated Associations.

In addition, if your Club has formal statements regarding disciplinary procedures, this would be relevant to include here.

This policy and the complaints procedures should be communicated to all members committee and executive, coaches and officials as well as parents/spectators so everyone is aware of details around the club's Inclusion Policy.

The policy should be reviewed annually and formally adopted by your Club Committee.