



INCLUSIONS POLICY

12x12 GYMNASTICS BALLINA INCORPORATED

1. Introduction

12x12 Gymnastics Ballina Incorporated (12x12) is committed to providing a welcoming, safe, and inclusive environment for all individuals, regardless of age, ability, gender, race, ethnicity, religion, sexual orientation, socioeconomic background, or any other characteristic. We believe that sport and movement should be accessible to everyone, and that diversity strengthens our community.

2. Policy Statement

- We promote an inclusive environment where all members feel valued and respected.
- Discrimination, harassment, and exclusionary practices will not be tolerated.
- We are committed to making reasonable adjustments to ensure all individuals can participate fully in our activities.
- We will actively work to remove barriers to participation and promote equal opportunities.
- We will educate and train staff, coaches, and volunteers to uphold inclusivity in all aspects of 12x12.

3. Scope

This policy applies to all 12x12 members, staff, coaches, volunteers, parents, and participants involved in 12x12. It covers all 12x12's activities, both on-site and off-site, including training sessions, competitions, and events.

4. Creating an Inclusive Environment

12x12 is dedicated to fostering an environment that:

- Welcomes and respects people from all backgrounds and abilities.
- Provides accessible facilities and resources.
- Offers flexible participation options to accommodate different needs.
- Encourages representation and diverse leadership within 12x12.

5. Accessibility and Reasonable Adjustments

We will take proactive steps to adjust for individuals with additional needs, including but not limited to:

- Providing alternative training formats where possible.
- Ensuring that facilities are accessible to all.
- Offering adaptive equipment and modifications to activities where needed.
- Consulting with members to understand their needs and challenges.

6. Anti-Discrimination and Equal Opportunities

- We have a zero-tolerance policy toward discrimination, bullying, or exclusionary behaviour.
- Any reports of discrimination will be taken seriously and addressed promptly.
- Coaches, staff, and volunteers will receive training on equality, diversity, and inclusion.
- We will work in partnership with relevant organisations to continuously improve our inclusivity efforts.

7. Inclusive Communication

- All communication, including promotional materials, will reflect the 12x12's commitment to diversity.
- We will use inclusive language and imagery in all materials and announcements.
- Members are encouraged to share feedback on how we can improve our inclusivity efforts.

8. Reporting and Accountability

- Any concerns regarding inclusion should be reported to the designated Inclusion Officer and/or Manager.
- All reports will be handled confidentially and with sensitivity.
- 12x12 will take appropriate action to address any issues and implement improvements.

9. Training and Education

- All staff, volunteers, and coaches will undergo inclusion and diversity training.
- 12x12 will provide ongoing learning opportunities to ensure inclusive practices are maintained.

10. Monitoring and Review

- This policy will be reviewed annually or when necessary to reflect best practices and legal requirements.
- Feedback from members will be used to continuously improve the inclusivity of 12x12.

11. Contacts

- 12x12 Inclusion Officer / Manager: Michelle Harris 0412 676 267
- Equal Workplaces Helpline: (02) 6171 7471 or www.equalworkplaces.com.au

This policy is endorsed by the 12x12's management and will be upheld by all members of 12x12.

M Harris

Date: 4th April 2025

Signed: Michelle Harris

Position: Secretary