



Hobsons Bay Yacht Club (HBYC)

Diversity and Inclusivity Policy

Purpose and Definitions

This Policy provides a pathway for a diverse, equitable and inclusive culture that helps our members and community feel a strong sense of belonging.

HBYC is committed to creating a welcoming environment for everyone, regardless of their background, race, age, abilities, or identity. The club believes that sailing should be an accessible activity and enjoyed by the whole community. HBYC aims to ensure a positive experience at the club by valuing and respecting diversity and inclusion for all. The scope of this policy includes all members, staff, volunteers, sailing participants, visitors, contractors and suppliers.

Diversity Definition

Accepting each person as an individual irrespective of differences used to differentiate groups and people from each other (both visible and non-visible).

Such differences include but are not limited to age, sex, gender, gender identity, intersex status, disability, neuro, culturally and linguistically diverse backgrounds, nationality (race, colour, descent), ethnicity, marital, family or relationship status, religious or political beliefs, sexual orientation, carer responsibilities, pregnancy, breastfeeding, socio-economic background and flexible working arrangement.

Inclusivity Definition

An environment that makes every individual or group feel comfortable and safe to speak up and be themselves, where similarities and differences are not just accepted but are valued.

Policy Statement

HBYC is committed to creating a welcoming environment for all. The club will strive to be diverse and inclusive and will take the necessary steps to make that a reality.

Key Objectives and Responsibilities

1. This Policy and its annual action plan will be communicated by various formats to club staff, members and other relevant individuals.
2. HBYC will not tolerate any disrespect of diversity and inclusivity as outlined in the definitions above.
3. HBYC commits to promoting this Policy to ensure the club's members support and participate in this Policy's action plan.
4. This Policy acknowledges a set of values that the General Committee will uphold. As the Strategic lead of the Policy, the General Committee will ensure that the way the club operates is consistent with the Policy's purpose.
5. This Policy should be read in conjunction with HBYC's Constitution, Bylaws, Code of Conduct, Child Protection Policy and other HBYC policies as appropriate.
6. Any complaints with respect to this Policy shall be directed to any Flag Officer, General Committee member present or the most senior staff member on duty at the time. If, after

investigation by the General Committee, a member is found to have breached this Policy, disciplinary action may be taken under Division 2, Clause 3.15 of the HBYC Constitution.

7. The Membership Development Committee will continue to update the annual Diversity and Inclusivity Action Plan by examining the club's events, training, activities and facilities with respect to the 7 Pillars of Inclusion to assess and identify strengths and weaknesses to ensure the club meets the Policy statement.

This policy will be reviewed by the General Committee on an annual basis.

This reviewed version was approved by the General Committee on 18th November 2024.