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## **Inclusion, Equity & Fair Play**

### **Purpose**

Baulkham Hills Australian Football Club (BHAFC) is committed to providing a safe, inclusive, equitable and enjoyable environment for all children, young people, families, volunteers and members. This policy outlines the principles and expectations that guide behaviour, decision-making and participation across the club.

### **Core Principles**

#### **Inclusion**

BHAFC welcomes individuals of all backgrounds, abilities, identities and cultures. We aim to:

- Create an environment where every person feels valued, respected and supported.
- Remove physical, cultural, financial and social barriers to participation.
- Foster a sense of belonging consistent with the club's values of respect, teamwork and community.

#### **Equity**

We commit to fair and transparent treatment of all participants by:

- Ensuring equal access to training, development and game-day opportunities.
- Prioritising welfare, safety and long-term development over winning.
- Applying team selection, discipline and conduct standards consistently and respectfully.

These expectations align with the club's published coaching and player conduct standards.

#### **Fair Play**

Fair play is central to our club identity. We promote:

- Respect for teammates, opponents, umpires and officials.
- Playing within the rules and spirit of Australian Football.
- Encouraging effort, improvement and enjoyment at all levels.

This reflects the club's Codes of Conduct for players, coaches, parents and spectators.

### **Expectations of Participants**

#### **Players must:**

- Treat others with respect and uphold club values.
- Participate fairly, safely and within the rules.
- Support and include teammates of all abilities and backgrounds.
- Avoid bullying, discrimination, harassment or exclusionary behaviour.

#### **Coaches & Team Officials must:**

- Model inclusive, respectful and sportsmanlike behaviour.
- Provide equitable opportunities for all players to participate and develop.
- Ensure training and game-day practices are safe, age-appropriate and inclusive.
- Address concerns promptly through appropriate club channels.

#### **Parents, Guardians & Spectators must:**

- Encourage all players, not only their own.
- Show respect for umpires, coaches and officials.
- Refrain from abusive, aggressive or discriminatory behaviour.
- Promote enjoyment, learning and wellbeing over competition.

### **Club Committee responsibilities:**

The Committee leads a culture of inclusion and fair play by:

- Communicating this policy to all members and including it in welcome/registration packs.
- Providing or arranging education and training for coaches, volunteers and officials.
- Ensuring facilities, scheduling and programs support inclusive participation across ages, genders and abilities.
- Overseeing complaints, applying consequences consistently and maintaining confidential records.
- Monitoring compliance with legal and AFL policy requirements, including WWCC obligations.

### **Zero Tolerance for Discrimination, Harassment & Bullying**

BHAFC maintains a zero-tolerance stance toward:

- Discrimination (including racial, gender-based, disability-related, cultural or identity-based).
- Bullying, intimidation or exclusion.
- Harassment, including verbal, physical or digital misconduct.

These expectations align with the club's broader Child Safety and Wellbeing commitments.

### **Inclusive Participation Practices**

To support equitable participation, BHAFC will:

- Offer modified programs where appropriate (e.g., Auskick, Superkick).
- Support players with disabilities or additional needs.
- Provide guidance for families requiring financial or cultural support.
- Ensure facilities and environments are safe, accessible and welcoming.

### **Cultural Safety & Indigenous Engagement**

BHAFC is committed to culturally safe participation for Aboriginal and Torres Strait Islander peoples and culturally and linguistically diverse communities. We will:

- Offer an Acknowledgement of Country at major events and meetings where appropriate.
- Use uniforms, language and imagery that are respectful and culturally appropriate.
- Build relationships with local Indigenous organisations and invite community input.
- Support participation and leadership pathways for First Nations players, coaches and volunteers.

### **Gender Equity & Inclusion**

The club supports full participation of girls, women and gender-diverse people across all roles.

We will:

- Provide equitable access to training times, facilities, equipment and development opportunities.
- Ensure safe, private and suitable change-room and hygiene facilities.
- Offer appropriately fitting uniform options and guidance on inclusive language and conduct.
- Promote female and gender-diverse leadership and mentoring pathways.
- Align with AFL and AFL NSW/ACT inclusion policies.

## **Accessibility & Disability Inclusion**

BHAFC will make reasonable adjustments to enable full participation by people with disability.

We will:

- Assess and improve physical accessibility of facilities where possible.
- Provide alternative drills, aids or roles to support participation and enjoyment.
- Work with participants and families to document support needs and adjustments.
- Connect members with inclusive programs and external supports.

## **Social Media & Digital Conduct**

All members are expected to uphold club values online as well as in person.

- Treat others with respect in all posts, messages and group chats associated with the club.
- Do not publish abusive, aggressive, discriminatory or defamatory content.
- Avoid posting images of children without appropriate consent and follow club media guidelines.
- Breaches may result in education, removal of content, warnings, suspension or further sanctions in line with this policy.

## **Safe Transport, Changing Rooms & Physical Safety**

The club prioritises participant safety and wellbeing in all environments.

- Adequate adult supervision is required for youth teams at training, games and events.
- Changing spaces must provide age- and gender-appropriate privacy, with clear rules for entry and behaviour.
- Injury management must follow safe warm-up/cool-down practices, first-aid availability and AFL concussion protocols.
- Families are responsible for safe pick-up and drop-off arrangements for minors, supported by clear communication from team officials.

## **Governance & Legal Frameworks**

This policy is to be read in conjunction with relevant AFL and legal frameworks, including:

- AFL and AFL NSW/ACT policies and Codes of Conduct.
- NSW Child Safe Standards and the National Principles for Child Safe Organisations.
- NSW Anti-Discrimination Act 1977 and other applicable anti-discrimination laws.
- Working With Children Check (WWCC) requirements for applicable volunteers and staff.

## **Reporting & Resolving Concerns**

Participants are encouraged to report behaviour inconsistent with this policy to:

- The Coach or Team Manager
- The Club Child Protection Officer (for matters involving children)
- A Committee Member
- The Club President (for escalated matters)

All concerns will be handled respectfully, confidentially and in line with the club's Complaints & Discipline Procedure.

### **Detailed Complaints Process**

- Step 1 – Informal: Raise the issue with the relevant Coach or Team Manager.
- Step 2 – Formal: If unresolved, submit a written complaint to the Club Secretary or nominated Committee member.
- Step 3 – Assessment: The Committee acknowledges receipt, assesses risk and outlines next steps within set timeframes.
- Step 4 – Resolution: Outcomes may include mediation, education, warnings, sanctions or referral to AFL NSW/ACT or external authorities.
- Confidentiality: Information is managed sensitively and stored securely.
- Appeals: Decisions may be appealed to the Club President or an independent subcommittee.

### **Education & Training Commitments**

To embed this policy, BHAFC will provide or facilitate ongoing education covering:

- Child safety, safeguarding and reporting obligations (including WWCC awareness).
- Anti-bullying, discrimination and harassment prevention.
- Inclusive coaching practices and bystander intervention.
- Annual refreshers for Committee and Team Officials, and onboarding for new volunteers.

### **Compliance**

Failure to uphold this policy may result in:

- Verbal or written warnings.
- Removal from training or match participation.
- Temporary or permanent suspension from club activities.
- Referral to AFL NSW/ACT or external authorities where required.

### **Policy Review**

This policy will be reviewed annually or as required to ensure alignment with:

- AFL and AFL NSW/ACT policies.
- NSW Child Safe Standards.
- National Principles for Child Safe Organisations.