



POLICY NAME: Inclusion Policy

DATE OF ISSUE: 29.07.2025

CONTROLLING BODY: Board of Obstacle Australia Ltd

1. Introduction

The purpose of this policy is to provide Obstacle Australia statement of position regarding the inclusion of people of all abilities, and/or social isolation issues within the sport of Ninja Warrior and OCR. It is important for Obstacle Australia to take a leadership role in supporting and encouraging a membership base in which diversity is recognized, respected, valued and welcomed. In addition, this policy also seeks to ensure that Obstacle Australia registered members also undertake practices that actively encourage membership diversity.

Obstacle Australia is committed to ensuring that the objectives in this Policy and the supporting strategies are implemented to reflect inclusive practices across all areas of participation.

2. Statement of Principle

Obstacle Australia acknowledges the positive influence it can have on its members and having an inclusion policy will ensure that a consistent best practice approach is adopted. People with a disability currently represent 19 per cent of the Australian population. Therefore promoting and encouraging the participation of people of all abilities in Ninja Warrior and OCR will help create a more diverse and active membership base that recognizes the value that people of all ability and background can bring.

In the same manner inclusion refers to the acceptance and equal treatment of members of the wider community who may feel excluded by reason of culture, nationality, isolation, or other isolating factors.

3. Position Statement

This policy aims to actively encourage and support the participation of people with a disability or other exclusion factors in the sport of Ninja Warrior and OCR. This should be done in a way that is meaningful to each individual and is equitable to other participants within the wider Ninja Warrior and OCR environment.

4. Policy

- Obstacle Australia will strive to actively identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that people with disabilities participate in all aspects of Ninja Warrior and OCR.
- All Obstacle Australia staff, members and volunteers shall, within their areas of responsibility, take appropriate steps to recognize and remove any barriers that exist to programs and services, within the physical, social, and virtual environment of Ninja Warrior and OCR.
- Obstacle Australia will provide educational opportunities to ensure clubs can be confident in creating an inclusive and welcoming environment.
- Obstacle Australia and its Members will strive to meet the required commitments, services or modifications specified by individual people with disabilities.
- Obstacle Australia will strive to create strong relationships with AAA (Access for All Abilities) providers and other appropriate organisations to facilitate inclusive practices and remove barriers to participation. This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in programs, services and facilities for people of all abilities and backgrounds.

5. Policy Coverage

This policy covers all Obstacle Australia areas of authority.