



Diversity Policy

1 Overview

This policy is intended to define the Club's policy regarding social inclusion.

The policy seeks to make sure everyone is able to participate as valued, respected and contributing members of society, through acceptance and equal treatment of members of the wider community regardless of their gender, gender identity, sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated.

2 Reasoning

The Club provides important community services a through the delivery of sport, (namely hockey) that allows for significant inclusion and opportunity for a wide range of people. Playing hockey can:

- Contribute to the development of healthier communities and individuals;
- Increase social connection and broaden understandings of social norms; and
- Promote multiculturalism.

3 Policy Statement

At all times, the Club and its members must take action to promote inclusion, and prevent and manage issues associated with discrimination, both off and on the field.

The Club and its members should provide and support an environment where all people feel:

- Welcome;
- Represented;
- Included in decision making;
- Able to participate; and
- Safe and free from discrimination, bullying, harassment and vilification.

In addition, the Club and its members should:

- Actively identify and reduce barriers to participation for minority and under-represented populations;
- Consult with relevant community groups, affiliates and make strong relationships with other organisation to facilitate inclusive practices and remove barriers to participation;
- Participate and support HV initiatives for diversity and inclusion awareness;



- Ensure minority populations are given the opportunity to participate in all aspect of hockey;
- Provide opportunities for all in coaching, officiating and leadership positions;
- Continue to provide Member Protection awareness for Club members;
- Review processes for recruitment onto the Club's Committee, subcommittees, paid and volunteer positions; and
- Require Club members to undertake practices that actively encourage and support participation by all, ensuring diversity is recognised, respected, valued and welcomed.

4 Related Policies

- **Member Protection Policy (PHSTK HC)** - <https://phskhockey.org.au/wp-content/uploads/2016/01/PHSKHC-Member-Protection-Policy.pdf>
- **Codes of Behaviour (HV)** - <http://membership.hockeyvictoria.org.au/Membership-Policies/Codes-of-Behaviour>
- **Complaints Procedure (PHSTK HC)** - <https://phskhockey.org.au/wp-content/uploads/2016/01/PHSKHC-Complaints-Procedure.pdf>