



Diversity & Inclusion Policy

Overview

Indoor Beach Volleyball Federation (IBVF) aims to provide a fair, equitable and productive environment for all Centres. This policy sets out the general approach of IBVF to ensure that anyone participating or wishing to participate is able to do so in a discrimination-free environment, where they feel:

- Welcome
- Represented
- Included in decision making
- Free from harassment and discrimination
- Individual privacy rights are respected

Policy should be read in conjunction with the following documents:

- IBVF Anti-Harassment Policy
- IBVF Child Safeguarding Policy
- IBVF Complaint Management Policy
- IBVF Constitution
- IBVF Member Protection Policy Statement
- IBVF Privacy Policy

Definitions¹

- **Inclusion** is pro-active behaviours, options and actions to make people from all backgrounds, ages and abilities feel welcome, respected and that they belong.
- **Diversity** is the mix of peoples' different attributes and backgrounds (i.e. race, ethnicity, gender, age, disability, sexual identity/orientation, religion).

Background

IBVF aims to promote a safe, welcoming and respectful culture where everyone feels welcome and accepted regardless of age, gender, ability, socio economic status or cultural, ethnic or religious background. IBVF recognises that inclusion is about making sure our Federation reflects the diversity of our local community and we are committed to working towards achieving this. IBVF believes that everyone has the right to be involved, and it's beneficial to all when our volleyball community represents and reflects the whole local community.

IBVF recognises that some sections of society have been denied an opportunity to participate in the sport and wish to implement a policy that ensures that everyone is treated fairly and avoid practices that could discriminate directly or indirectly towards certain sections of society. In order to achieve this IBVF recognises that in some instances, unequal distribution of effort and resources may be required. This may be necessary when sections of society are faced with barriers that prevent or restrict their participation in volleyball.

IBVF will also advocate that all those involved in the sport must demonstrate the appropriate standards of conduct and treat everyone fairly.

Policy Application

1. This policy applies to all IBVF Centres and all other people or organisations which by agreement or otherwise, are bound to comply with this policy (including contractors, Board Directors, Regional Network representatives, employees, administrators, volunteers and attendees at functions of IBVF).
2. This policy applies to behaviour and practices occurring during the course of IBVF business, activities, programs, competitions and events.

¹ <https://www.playbytherules.net.au/got-an-issue/inclusion-and-diversity/inclusion-and-diversity-what-is-it>

3. This policy endeavours to promote diversity and inclusion amongst our volleyball community. In particular, examples include:
 - Multicultural
 - Aboriginal and Torres Strait Islander
 - Persons with an intellectual and/or physical disability
 - LGBTQ+ (lesbian, gay, bisexual, transgender, queer or other diverse sexual orientations and/or identities)
 - Others

Responsibilities

IBVF's role and contribution in making this policy work is to:

1. Prepare a policy statement as a part of the IBVF Anti-Harassment and Membership Protection Policies.
2. Take all reasonable steps necessary to ensure that everyone in the organisation knows:
 - what diversity and inclusion is
 - that harassment and discrimination is against the law and that it will not be tolerated

This will be achieved by;

- including a copy of the Policy in Policy and Procedures Manual
 - distributing the Policy to all Centres
 - commitment to educating IBVF centre personnel in regards to this policy
 - informing, supporting and empowering our IBVF centre personnel and Centres in relation to inclusion and diversity issues
 - including a copy of the policy on the IBVF website
 - notifying participants in all IBVF activities and / or events that they will be required to comply with this policy
3. Take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices.
 4. Ensure that diversity and inclusion principles permeate throughout the organisational strategic and development plans.
 5. Ensure employees and volunteers, within their areas of responsibility, take reasonable steps to remove any barriers to programs and services which may exist and be honest and explain if certain modifications or adjustments are not currently possible.
 6. Ensure that the design and delivery of programs are undertaken in consultation with relevant communities or bodies and are relevant to the interests and needs of the target audience.
 7. Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management.
 8. Ensure that an individual's privacy rights are respected.
 9. Take reasonable steps to ensure information provided is accessible, child-friendly and culturally safe.
 10. Adopt good practice in recruitment, training and supervision of all employees and volunteers, and provide guidance.
 11. Monitor the profile of Centres, volunteers and employees and the ongoing impact of any diversity and inclusion programs.
 12. Review and evaluate this policy on an annual basis through consultation to maintain continuous improvement in programs, services and facilities.

The IBVF Centres, participants and spectators' role and contribution is to:

1. Ensure that persons comply with this policy and information is made available.
2. Ensure all significant personnel are familiar with the policy and required procedures at each level of the IBVF Network.
3. Collaborate with IBVF staff to implement best practice.
4. Report any areas of concern to IBVF within a timely manner.

Policy Statement

IBVF will take all complaints seriously and will ensure they are dealt with promptly, sensitively and confidentially. Disciplinary action may be taken against a person who is found in breach of this policy, in accordance with the IBVF Complaints Management Policy.