



## Western Australian Ice Racing Inclusive Sport Policy

Western Australian Ice Racing believes that every member and potential member should have access and be able to participate in the sport of Short Track Speed Skating in a welcoming and inclusive way – regardless of gender, sexual orientation, ability, cultural background, ethnicity, or life stage.

Every person should be:

- valued for their personal contribution to the sport
- treated with respect, dignity and feel included
- protected from discrimination, harassment and abuse

### Coaches, Officials and Committee Members

Will ensure that WAIR is an inclusive association by speaking and acting in a way that demonstrates respect, encourages inclusion and values personal contributions, as role models for others, and in conducting sport business.

WAIR Coaches will complete **Play by the Rules** training. Assistant Coaches are also encouraged to complete this training.

*Play by the Rules is a unique collaboration between the Australian Sports Commission, Australian Human Rights Commission, all state and territory departments of sport and recreation, all state and territory anti-discrimination and human rights agencies, the Office of the Children's Guardian (NSW), the Australian New Zealand Sports Law Association (ANZSLA) and the Anti-Discrimination Board of NSW. Play by the Rules provides information, resources, tools and free online training to increase the capacity and capability of administrators, coaches, officials, players, parents and spectators to assist them in preventing and dealing with discrimination, harassment, child safety, inclusion and integrity issues in sport.*

[https://elearning.sportintegrity.gov.au/blocks/androgogic\\_catalogue/index.php?c1=Courses](https://elearning.sportintegrity.gov.au/blocks/androgogic_catalogue/index.php?c1=Courses)

### Strategic Intent

WAIR has a commitment to making **reasonable adjustments** to ensure **equity of access** to training, racing, competition and recreational events. This includes making reasonable adjustments to improve access to the ice and to ensure the best possible opportunities for participation in training, racing and personal development. Recreational activities will ensure opportunities for all and will be promoted in a welcoming way.

Participation is based on the ability to propel oneself on the ice and to do so in a safe manner for self and for others. There is a commitment to provide skates and equipment for most body sizes, and programs are modified to include and encourage all.

Currently, membership diversity includes all ages from 5 years to 60 years, no gender bias and in fact strong female participant levels and a highly multicultural demographic, with some participants having a disability or learning difficulty, however, sport promotion is generic. Future planning may identify initiatives to target particular groups.