

## Inclusion Policy

This policy has been developed in order to encourage the ongoing participation of all groups in the community in equestrian activities.

The term inclusiveness represents participation in community life, in whatever capacity desired, by all members of the community regardless of age, ability, income, education, sexual preference, race or religion.

Inclusiveness embraces such diversity

### Inclusion

Equestrian is a worldwide multi-cultural inclusive sport.

Equestrian Australia through its association with the Australian Olympic Council provides opportunities to disable Athletes to compete in Para Olympic competitions.

Equestrian Tasmania Affiliates and coaches provide access to facilities & activities, to all people wishing to join and participate in Equine activities at their chosen level.

### Implementation

Inclusion will continue to work if all participating organisations embrace the idea of including people of **ALL AGES AND ABILITIES** into the organisation - An understanding that all members of the community have a part to play in the success of the organisation.

Inclusion involves the integration of people with varying abilities into mainstream activities within the organisation and associated bodies.

*An organisation is only as good as the people who make it up and it is the responsibility of all members to recognise the value of persons of varying abilities.*

Inclusion is about recognising the role that every person plays to make the organisation a success, and success should not only be measured in the competition ring but the feel and atmosphere around the organisation. Inclusion means at every level of the organisation must participate – members are reminded of the EA Code of Conduct Policies annually at renewal time.

**In line with this Inclusive Policy Equestrian Tasmania Affiliates and coaches will make a commitment to the following principles:**

- **Providing a welcoming environment:** Equestrian Tasmania Affiliates and coaches will orient people around facilities, introduce them to other members and help them to feel like they belong.
- **Recognition of the Policy:** Equestrian Tasmania Affiliates and coaches will acknowledge people's skills and attributes in all areas of equestrian such as competition, administrating, coaching, general assistance, scoring, timekeeping, officiating, maintenance, organising, fund-raising, supporting and general club management.
- **Maintain consistency:** Equestrian Tasmania Affiliates and coaches acknowledge that while some people have specific needs and may require assistance in some areas of the participation i.e. People with disabilities, their involvement in other areas of competence will not be met with unusual or extraordinary treatment. Genuine participation in community based recreation requires contributions from both participants and groups and therefore ET will regard every person as an active and contributing participant.

**Given the importance of recreation to everyone in the community, Equestrian Tasmania Affiliates and coaches agree that it is of utmost importance to Equestrian that all members of the community, regardless of age, sex, race, socio-economic status, ability and geographical location have access to the range of opportunities that Equestrian Tasmania Affiliates and coaches provide.**

Signed \_\_\_\_\_ Position \_\_\_\_\_ Date \_\_\_\_\_