IKD-Australia

(International Karate Daigaku Association Australia)

DIVERSITY, EQUITY AND INCLUSION POLICY

Approved by	<add approver name(s) and date>
Next review	<add date for next review>

We acknowledge the traditional owners of the land that <*insert club name*> is located, and pay our respects to their elders, past and present, and to the Aboriginal and Torres Strait Islander elders or members across our club.

<This opening acknowledgement of country can be written in a way that reflects your club and geographical location. Try to personalise this, through engagement with local First Nations people>

Purpose

The purpose of this policy is to promote an *<insert club values related to DEI e.g. inclusive/ safe /respectful/ equitable/ welcoming>* environment for all members of our club, and communicate IKD-Australia (International Karate Daigaku Association Australia). commitment to Diversity, Equity, and Inclusion (*DEI hereafter*).

Scope

This policy relates to all club members and affiliates, including but not limited to: players/participants, coaches, volunteers, parents/guardians, spectators, officials and support teams. The policy outlines IKD-Australia (International Karate Daigaku Association Australia) commitment to enacting an inclusive, safe, and equitable environment for all club members. The settings this policy applies to is all club related activities, both on and off the field (including online and social media/ digital environments).

Our Inclusion Commitment

Our club supports and welcomes everybody from our local community and beyond. It is committed to ensuring that it provides an environment where everybody can participate, engage, and feel welcome. We

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view diversity, equity, and inclusion as important parts of an equal and fair society, where people's differences are celebrated and championed. In the case when discrimination does occur, or any club member is treated unfairly because of their identity, we will take appropriate actions to address it and ensure it never happens again.

Sport has the power to help develop and build communities, foster social connections, build empathy, and support a variety of mental, physical, and social health benefits. Our local communities are built with diversity, and our club's commitment is to ensure our people, practices, and policies reflect this diversity.

<This opening statement should be written in a way that reflects the values and culture of your club. Feel free to edit or add in statements or phrases which reflect your club's values>

Our Legal Rights and Responsibilities

Related Policies, Legislations, and Laws

IKD-Australia (International Karate Daigaku Association Australia) takes an active role in ensuring the club fulfils its legal and moral responsibilities to uphold safety, respect, and inclusion for all club members. To do this, our club is compliant and committed to ensuing we adhere to the relevant policies and laws, including but not limited to:

Federal and State/ Territory Anti-Discrimination Laws

- Sex Discrimination Act 1984 (CTH) – which protects people "from unfair treatment on the basis of their sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy and breastfeeding".
- Racial Discrimination Act 1984 (CTH)/ Human Rights and Equal Opportunity Commission Act 1986 (CTH)/ Disability Discrimination Act 1992 (CTH, Legislation) – which protects people from various forms of discrimination such as racism, ablism, in various forms of public life.
- The Equal Opportunity Act (2010, VIC/ NSW 1977/ WA 1984) – these acts across various states and territories identify that it is "unlawful to discriminate against a person because of a protected personal characteristic" such as but not limited to, race, disability, sexual orientation. It also highlights that goods and services through sports clubs cannot be denied to individuals, and that clubs have a duty of care to take positive steps to minimise discrimination and unfair treatment. The act also includes sexual harassment and victimisation.

Integrity Policies

- The relevant Member Protection and Safeguarding Children and Young People policies, which are under or aligned to, the National Integrity Framework, details our processes to prevent and respond to abuse, harassment, discrimination and bullying.

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- This policy should be read in conjunction with *<insert relevant integrity, DEI or other related policies from your league, State Sport Organisation or National Sport Organisation>.*

What we will do

IKD-Australia (International Karate Daigaku Association Australia) will commit to implementing and enacting this policy through the following ways:

- The club will use its values and policies to ensure that an inclusive and welcoming culture is embedded across all parts of the club, including practices, decision making, governance, recruitment, team selection, and across online and digital environments.
- We take a strict zero tolerance approach to discrimination, vilification, and any unfair treatment based on a person's identity. If discrimination or incidents do happen, we will offer bystander/ upstander training to help members call out and respond appropriately to discrimination or vilification.
- We will ensure our club and stakeholders have access to training and education, support guides and resources, to support its members to confidently engage with diverse, equitable and inclusive practices and processes within our club. We will ensure our club can locate easily accessible resources from our sport's governing bodies, Play by the Rules, the Australian Sport Commission and Sport Integrity Australia.
- We will ensure all members and stakeholders uphold the values of our club by engaging in respectful and inclusive communication across social and digital platforms associated with our club and/or club members. Any member using discriminatory language or vilifying another member through social or digital platforms, will be in breach of this policy.
- The club will ensure that all members are safe across online environments in line with the eSafety standards and regulations.

In addition, we commit to ensuring that the following diverse groups have access to a culturally safe, equitable, accessible, and inclusive sport club and environment:

- **Women, girls, and gender diverse people:** we understand that people of all genders, do not have access to safe and equitable sporting opportunities. We will ensure equity across our club, and that disrespect and violence towards women, girls and gender diverse people will not be accepted at our club.
- **People living with disability**: we will ensure that accessibility is at the core of our culture and values, and strive to ensure that club communications, facilities, practices and cultures are inclusive and affirm people living with disability.
- **LGBTIQA+ communities**: we will ensure that our club, facilities, practices and cultures are inclusive of people of diverse sexes, genders, and sexualities. We will ensure LGBTIQA+ communities are

celebrated and championed at our club, and discrimination in the form of homo/bi/transphobia is not tolerated. We will strive towards being a club that welcomes, includes, and affirms LGBTIQA+ people.

- **First Nations Australians**: we will strive towards working towards reconciliation in Australia, and to respect and celebrate Aboriginal and Torres Strait Islander culture and traditions. We acknowledge the traditional land and owners on where our club is located and pay our respect to the people of <insert traditional owners and land the club is located on>.
- **Culturally and linguistically diverse communities:** there is rich diversity in culture, language, and religion across Australia. Our club celebrates this and the important contributions these communities contribute to sport. Our club takes a zero-tolerance approach to discrimination, through racism and vilification, including but not limited to: islamophobia, antisemitism, bias or hate speech directed towards a club member based on their country of birth, religion, race, or ethnicity.

Whilst we acknowledge and understand the different diverse and marginalised groups, we also understand that club members may have multiple, diverse lived experiences, which can impact their ability to participate.

For this reason, we acknowledge that some club members will experience multiple barriers to engagement and participation in sport. We encourage club members to get to know people to understand their needs and strive to seek ongoing feedback and input from a diverse range of members, especially those of diverse lived experience.

Implementing inclusion – what we will do

<insert club name> is committed to implementing its policies, practices, processes, and programs to ensure that all members feel included and a sense of belonging within the club. We will uphold standards and practices that affirm all members and play a positive and leading role in ensuring inclusion and equity for everyone. We will also enact a zero-tolerance approach to discrimination and vilification.

If you have concerns or experience or witness behaviour, language, or actions which go against the values of our club and the relevant policies, please report it to a committee member or <*insert contact position responsible for member protection or DEI*>.

What we ask our club to do

It is everybody's job and role to help establish a positive and inclusive culture across our club. We all play a part, whatever our role or position in the club – as a player, volunteer, parent, coach, official, or participant. Diversity, equity, and inclusion affects all parts of the club – from our policies, culture, processes, to our sport programs and teams. Lead by example and with respect. Be informed and call out or report any poor behaviour or discrimination/unfair treatment.

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I, have read and understood the policy and will abide by it as a member of IKD-Australia (International Karate Daigaku Association Australia).

Signature:

Date:

If under 18 years of age, parent/guardian:

Signature:

Date:

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