

Wauchope Rugby Union Club Incorporated - Equitable Policy

1. Preamble

Wauchope Rugby Union Club Incorporated is committed to fostering an environment of fairness, inclusivity, and equal opportunity for all members, participants, and stakeholders. This Equitable Policy outlines our dedication to creating a sports community that values diversity, respects individual differences, and provides a level playing field for everyone involved.

2. Principles

a. Fairness and Inclusion:

- Wauchope Rugby Union Club Incorporated is dedicated to treating all members and participants with fairness, irrespective of age, gender, race, ethnicity, ability, sexual orientation, or any other characteristic.
- We promote an inclusive culture that values and respects the diversity of our community.

b. Equal Opportunities:

- Every member of Wauchope Rugby Union Club shall have equal opportunities to participate in all club activities, programs, and events.
- Discrimination or bias in any form will not be tolerated.

c. Access to Resources:

- The club is committed to ensuring that all members have equitable access to resources, facilities, coaching, and development programs.

d. Transparent Processes:

- All decision-making processes, including team selection, program participation, and access to resources, shall be transparent and based on merit.

3. Non-Discrimination

Wauchope Rugby Union Club Incorporated strictly prohibits any form of discrimination, harassment, or victimization on the basis of race, colour, ethnicity, national origin, gender, age, disability, religion, sexual orientation, or any other protected characteristic.

4. Membership and Participation

a. Open Membership:

- Membership to the Wauchope Rugby Union Club Incorporated is open to everyone in the community, without regard to background or identity.
- The club will actively work to remove barriers to membership and participation.

b. Inclusive Teams:

- Team selection and composition will be based on skill, effort, and commitment, with the goal of creating inclusive and diverse teams.

5. Accessibility

a. Facility Access:

- Wauchope Rugby Union Club will ensure that all facilities are accessible to individuals with disabilities, and reasonable accommodations will be made to facilitate participation.

b. Financial Assistance:

- The club will provide financial assistance or scholarship programs to support members facing economic barriers, ensuring that financial constraints do not hinder participation.

6. Education and Training

a. Equity Training:

- Wauchope Rugby Union Club will provide education and training programs to enhance awareness of equity issues and promote understanding among club officials, coaches, volunteers, and members.

7. Reporting Mechanism

a. Incident Reporting:

- A clear process for reporting incidents of discrimination or inequitable treatment will be established.
- Reports will be promptly and thoroughly investigated, and corrective actions will be taken as needed.

8. Evaluation and Review

This Equitable Policy will be regularly reviewed and updated to ensure its effectiveness. Feedback from members and stakeholders will be sought to identify areas for improvement.

9. Communication

Wauchope Rugby Union Policy will communicate this policy to all members, staff, volunteers, and stakeholders. It will be made available on the club's website and through other communication channels.

By adopting this Equitable Policy, Wauchope Rugby Union Club Incorporated reaffirms its commitment to creating a sports community that is fair, inclusive, and respectful of the diverse backgrounds and identities of its members.

Date: 19 March 2024 **Signature:**

