

PAPUA NEW GUINEA GYMNASTICS FEDERATION INCLUSION POLICY



Policy Name:	INCLUSION POLICY
Date of Approval:	30th October 2019
Policy Coverage:	Governance
Date of Review:	October 2024

1. Statement of Commitment

The Papua New Guinea Gymnastics Federation (PNGGF) is committed to ensuring that the objectives in this Policy are implemented to reflect inclusive practices in all participation levels in PNGGF and Gymnastics Club activities.

2. Policy Application

- PNGGF will take reasonable steps to identify and eliminate unlawful direct, indirect, and systematic discrimination from its structures and practices and will ensure that people of all ages and abilities are afforded reasonable opportunity to participate in all participation aspects of gymnastics.
- All PNGGF employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment.
- PNGGF will provide educational opportunities to ensure officials and clubs can be confident in creating an inclusive and welcoming environment.
- People with disabilities who require services or modifications have a responsibility to specify requirements to be met to assist PNGGF and its' Members to meet their commitments.
- This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in programs, services and facilities for people with disabilities.

3. Policy Coverage

The PNGGF's Inclusion Policy aims to set a standard of equality and diversity within gymnastics in Papua New Guinea. The Inclusion Policy endeavors to promote diversity and equality amongst our gymnastics community. In particular, the policy focuses on individuals who are: culturally and linguistically diverse, indigenous, individuals with an intellectual and/or physical disability.

This policy is particularly concerned with grassroots participation, including:

- Inclusion Education – the provision of non-accreditable awareness programs for officials, administrators, coaches within the Papua New Guinea Gymnastics Federation of and clubs;
- Accreditation – the provision of accredited education programs that ensure coaches have the confidence and coaching competencies to teach inclusively;
- Accreditation/Technical Membership – the provision of accredited education programs that are inclusive for coaches and officials;
- Club Services – develop a quality assurance profile that raises the awareness and clubs' ability to respond and be inclusive for all participants.

4. Changes to the Policy

Changes to this policy may be submitted by the PNGGF Board and Clubs for review and approval by the PNGGF Board. Once a change has been approved, the policy will be updated in the official PNGGF policy register and on the Google Drive and circulated to PNGGF Board and Clubs.

In addition, the Papua New Guinea Gymnastics Federation is committed to ensuring all policies are up-to-date and reflect current practices. The latest review date is recorded at the beginning of each policy.