



INCLUSION POLICY

Date of Approval: 03/12/2020

Date of Review: 03/12/2022

Policy Type: Operational

1. STATEMENT OF COMMITMENT

Oceania Gymnastics Union (OGU) is the governing body for Gymnastics in the Oceania region. OGU is recognised by the International Gymnastics Federation (FIG) as the Continental Union for Oceania for the administration, promotion and development of gymnastics with member nations in the Oceania region.

OGU is committed to ensuring that the objectives in this policy are implemented to reflect inclusive practices in all participation levels for all people accessing our programs and services. OGU will take a leadership role in supporting and encouraging its Member Federations to develop and maintain programs and practices in which diversity is recognised, respected, valued and welcomed.

2. SCOPE

This policy is binding on the OGU Board and its personnel (including paid and voluntary personnel). The Board may review, amend and enforce this policy as it deems necessary or appropriate.

Member Federations of OGU should use this policy as a guide.

3. POLICY APPLICATION

- OGU will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic 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 OGU 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.
- OGU will provide reasonable adjustments to Gymnastics for All programs to ensure that people of all ages and abilities can successfully participate in all aspects of gymnastics.
- OGU will offer educational opportunities to ensure Member Federations, their clubs, coaches and officials 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 OGU to meet its commitments.
- This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in programs, services and facilities for people with disabilities.

4. POLICY COVERAGE

Oceania Gymnastics Union's Inclusion Policy aims to set a standard of equality and diversity within gymnastics in the Oceania region. The Inclusion Policy endeavours to promote diversity and equality amongst our gymnastics community. In particular, the policy focuses on individuals who are:

- Culturally and Linguistically Diverse (CALD)
- Indigenous
- Lesbian, gay, bisexual, transgender/gender diverse, intersex and queer (LGBTIQ+)
- Individuals with an intellectual and/or physical disability

This Policy does not cover all aspects of provision within gymnastics for people of all ages and abilities. It covers areas mostly concerned with grassroots participation, including:

- Inclusion Education – the provision of inclusion awareness programs for officials, administrators and coaches within Oceania Gymnastics Union developing Member Federations;
- Inclusion imbedded in education courses – the provision of coach education courses that ensure coaches and developing Member Federations have the confidence and competencies to teach inclusively;
- Inclusive Education – the provision of education programs that are inclusive for coaches, officials and developing Member Federations;
- Development Activities – develop a quality assurance profile that raises the awareness and developing Member Federations’ ability to respond and be inclusive for all participants.

5. INCLUSIVE BEHAVIOURS

OGU is committed to promoting, developing and growing gymnastics in an inclusive, fulfilling and safe environment. OGU will endeavour to uphold inclusive practices by:

- Giving the same level of respect to everyone.
- Where possible, providing opportunities for people from underrepresented groups to be involved and participate in gymnastics, including but not limited to people with disabilities, CALD, Indigenous and LGBTIQ+ people.
- Providing advice, information, guidance, support and resources for federations, clubs and communities that want to become inclusive to people from underrepresented groups.
- Promoting Gymnastics for people from underrepresented groups in OGU activities.
- Providing greater support to encourage people from underrepresented groups to take on roles across the whole of the sport, including as participants, coaches, administrators and officials.
- Encouraging federations, clubs, coaches and participants to undertake or to be involved in inclusive programs with people from underrepresented groups.

6. CHANGES TO THE POLICY

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

In addition, Oceania Gymnastics Union 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.