

GYMNASTICS FEDERATION OF AMERICAN SAMOA INCLUSION POLICY



Policy Name:	INCLUSION POLICY
Date of Approval:	8th March 2021
Policy Coverage:	Operational
Date of Review:	March 2024

1. Statement of Commitment

The Gymnastics Federation of American Samoa (GFAS) is committed to ensuring that the objectives in this Policy are implemented to reflect inclusive practices in all participation levels in GFAS and Gymnastics Club activities.

2. Policy Application

- GFAS 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 GFAS 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.
- GFAS 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 GFAS 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 Gymnastics Federation of American Samoa's Inclusion Policy aims to set a standard of equality and diversity within gymnastics in American Samoa. 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 Gymnastics Federation of American Samoa 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 GFAS Board and Clubs for review and approval by the GFAS Board. Once a change has been approved, the policy will be updated in the official GFAS policy register and on the Google Drive and circulated to GFAS Board and Clubs.

In addition, the Gymnastics Federation of American Samoa 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.