



Australian Womensport and Recreation Association (AWRA) Equality Policy

1. Introduction

AWRA was established in July 2005 as a volunteer not-for-profit organization to bring together women and men “to provide leadership and advocacy for Australian women and girls in sport and active recreation”.

Its Vision (2009) is to be:

The national body providing leadership and a voice for women and girls in sport, physical activity and recreation, to enable their full participation”.

Its Mission (2009) is:

To provide advocacy and leadership for the progress and facilitation of opportunities for Australian women and girls in and through sport, physical activity and recreation.

The Association seeks to provide leadership, coordination, support, advocacy and influence on equality matters within sport and recreation, especially in relation to gender equality, while recognising and celebrating the diversity of women.

The Equality Policy has been produced to guide AWRA to prevent any discrimination, cultural insensitivity or unfair treatment, whether intentional or unintentional, direct or indirect, against its members, representatives, sports women and men, and partners. It underpins the Association’s aims and strategic goals, and will be implemented through the achievement of equality objectives.

2. Statement of Intent

AWRA is fully committed to the principles of equality of opportunity. The Association will pay due regard to the needs of its members, representatives, sports women and partners recognising the differences in location, age, gender, disability, ethnic origin, nationality, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief.

2.1 As a national non-governmental body representing women in sport, AWRA will:

- Become a champion of equality and diversity in sport through its actions, representation, communications and investment
- Monitor the profile of the Board to ensure it is diverse and representative of its membership and the general sporting community it serves
- Take positive action by targeting under represented groups in order to promote diversity within the Board and membership



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2.2 Furthermore, through the implementation of AWRA's Strategic Plan, the Association will:

- Assess new AWRA policies, procedures and programs in regard to Equality
- Invest in research that values the needs and conduct of diverse groups of women
- When evidence justifies a need, develop equality related programs, in conjunction with other partners, to address under representation and the needs of specific groups

2.3 AWRA aims to support and bring together women from around Australia, working in the fields of sport, physical activity and recreation. To this end, it is vital that AWRA's communication mechanisms reach across state boundaries and into rural and regional Australia. AWRA will:

- Make significant policies and resources available and place these on the Association's website
- Ensure that the website is accessible in terms of font and script
- Aim to make publications and resources available in large print and Braille on request.
- Target under represented groups through marketing campaigns or research projects to increase the number of members from under represented groups; e.g. indigenous Australians.

3. Accountability and implementation

The Board is responsible for ensuring that this policy is implemented and discrimination does not exist within the organisation. The President has overall responsibility and accountability for the successful implementation of the Equality Policy whilst all Board members have a specific responsibility to ensure that equality is promoted through the Association's functions, services and membership.

All members have a responsibility to respect, act in accordance with, and thereby support and promote the spirit and intentions of the policy. The success of this policy will depend on every member adopting the principles of the policy and demonstrating these through AWRA's values.

4. Legal Requirements

AWRA is bound by Australian law and state legislation in relation to equality, and will adhere to international law in the practice of equality and human rights. These include:

- Universal Declaration on Human Rights
- Beijing Platform for Action 1005
- The Millennium Development Goals (United Nations), in particular the goal to promote gender equality and empower women



5. Partnerships and collaboration

AWRA is willing to work with other like minded agencies to further its aims and objectives and will do so without compromising its Equality Policy.

6. Discrimination, harassment and victimisation

Discrimination can take the following forms:

- a. Direct Discrimination – This means treating someone less favourably than you would treat others in the same circumstances.
- b. Indirect Discrimination – This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.
- c. When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. IAWRA is committed, to ensuring that its employees and volunteers are able to conduct their activities free from harassment or intimidation.

Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against AWRA under one of the relevant Acts/ regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

AWRA will not tolerate any form of discrimination or harassment. The Association regards discrimination, harassment or victimisation, as described above, as serious misconduct and any behaviour which breaches this policy may be a matter for disciplinary action.

7. Disciplinary and Grievance Procedures

To safeguard individual rights under the policy, any member who believes he/she may have suffered inequitable treatment within the scope of the policy may raise the matter through the Board.



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8. Monitoring, Evaluating and Reviewing

Once approved, the policy will apply for a maximum of four years before a formal review takes place, unless any proposal to the Board requires an interim review and/or amendment. The Board will have the opportunity to contribute towards formal reviews of this policy.

Personal data for all Board members will be collected so that the organisation's leadership profile is known. On a quadrennial basis and contained within the President's report, this information will be available to the members.

Adopted September 2009