



# Waverley Baseball Club

## Diversity Policy

<b>Diversity Policy</b>		Approval Date:	20 Feb 2023
		Review Date:	April 2024
		Version No:	V1.2
<b>President:</b>	Sign:	Name: Andrew Ferguson	
<b>Vice-President:</b>	Sign:	Name: Ryan Stanaway	

### ***Purpose***

The purpose of this policy is to support / drive Waverley Baseball Club's commitment to and value for diversity and inclusion across all levels of the organisation. It is Waverley Baseball Club's intention that all members are treated fairly and with respect and that no one is denied access through discrimination.

### ***Policy Statements***

- Waverley Baseball Club is committed to and values diversity and inclusion at all levels of the organisation
- Waverley Baseball Club is committed to ensuring that all members are treated fairly and with respect and that no one is denied access through discrimination
- Waverley Baseball Club is committed to equal opportunity for people to participate in the sport and promotes equitable access for participation in Club activities
- Waverley Baseball Club does not tolerate discriminatory or oppressive behaviour of any kind and will enforce disciplinary action in response to any behaviour deemed as such
- Waverley Baseball Club maintains policies and procedures to ensure equal opportunity and to eradicate discrimination, harassment, vilification, abuse and actions of intolerance
- In recruiting for Board Members, Waverley Baseball Club will actively seek diverse membership which is reflective of our local community. This includes the inclusion of women, men, people from culturally and linguistically diverse backgrounds, people with varying abilities
- Waverley Baseball Club is committed to taking positive action where inequalities exist and the development of a program of on-going training and awareness in order to promote diversity in our sport
- In seeking for diversity within all aspects of the sport, Waverley Baseball Club is committed to providing relevant training to its Board Members, staff, club representatives e.g. Disability Awareness Training. Cultural Awareness Training

### ***References E.g.***



# Waverley Baseball Club

## Diversity Policy

- Equal Opportunities Policy
- Anti- Harassment Policy
- Racial Vilification Policy
- Grievance and Resolution Policy
- Codes of Conduct

### ***Procedure***

Waverley Baseball Club will respond to all concerns raised in relation to this policy through the Grievance and Resolution Procedure outlined in the Grievance and Resolution Policy