

Equity, Diversity and Inclusion Policy

Approving authority	Board of Management
Approval date	21 October 2021
Next scheduled review	2024
Description	This policy provides a summary of the overall principles and responsibilities for advancing equity, diversity and inclusion at Baseball Queensland.
Related documents	Health, Safety and Wellbeing Policy Personal Relationships in the Workplace Recruitment and Selection Policy Staff Harassment Bullying and Discrimination Policy

External Links:

[Queensland Human Rights Commission](#)

[Australian Human Rights Commission](#)

[Fair Work Commission](#)

[Workplace Gender Equality Agency](#)

[Queensland Ombudsman](#)

[Play by the Rules](#)

[Inclusive Sport](#)

[Trans and Gender Diverse Inclusion](#)

1. PREAMBLE

Baseball Queensland is committed to equity and social justice in sport. There is an expectation by Government and the community that Baseball Queensland exercises good governance, integrity, equity, equality, member protection and child safety through providing safe, fair and inclusive sporting environments. Our culturally, linguistically and gender diverse communities are looking for sporting options that celebrate diversity, promote inclusion and ensure people feel like they belong. Being treated fairly means that participants are better able to enjoy themselves and environments which are free from discrimination and harassment are essential.

2. GENERAL EXPECTATIONS

Baseball Queensland will implement the Sport Australia *Inclusive Sport Framework Process*.

3. SCOPE

This policy applies to all staff, volunteers, and participants in Baseball Queensland programs and operations.

4. DEFINITIONS

For the purposes of this policy:

Equity	recognises that each individual or group of people has different circumstances and resources, and opportunities should be provided to enable these individuals or groups to reach an equal outcome
Equality	provision of the same resources and opportunities are available to each individual and group of people.
Diversity	the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.
Inclusion	the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

5. APPLICATION

Baseball Queensland is committed to promoting equity, diversity and inclusion by providing an environment that values and understands diversity in society.

5.1 Provision of Equity, diversity and inclusion

Baseball Queensland undertakes to promote and support equity in all of its activities through the following:

- eliminating discrimination on the grounds of a person's age, race, sex, intersex status, sexual preference, gender identity, disability, marital/relationship status, parental status, family responsibilities, pregnancy, breastfeeding needs, religious belief or activity, political belief or activity, or a person's association with someone who identifies with any of these attributes;
- providing playing and work environments that are free from discrimination and harassment (including sexual harassment and assault), safe for all staff, players and volunteers, inclusive of all individuals and are characterised by respect;
- developing and promoting programs to address disadvantage experienced by identified groups in their access to playing and training opportunities and to promote an inclusive and respectful playing environment;
- promoting the involvement of staff, players and volunteers reflects the diversity of the Australia community;
- using non-discriminatory, inclusive language in all publications;
- ensuring equity and inclusion in staff and volunteer recruitment, selection, performance and selection processes;
- developing and promoting policy to address disadvantage experienced by identified groups in their employment and career progression, and to promote an inclusive and respectful working environment;
- providing workplace flexibility and supporting workers with family and carer responsibilities;
- consulting with staff members, and where they choose, their nominated representative on matters related to employment and work conditions and benefits;
- leveraging financial and support service incentives that enhance opportunities for people with a disability in work

5.2 Inclusive Practices for People with a Disability

Baseball Queensland supports the inclusion and involvement of people with disabilities in sport. Baseball Queensland undertakes to foster positive and informed attitudes and behaviour towards people with disabilities.

Disability, in relation to a person, means:

- total or partial loss of the person's bodily or mental functions; or
- total or partial loss of a part of the body; or
- the presence in the body of organisms causing disease or illness; or
- the presence in the body of organisms capable of causing disease or illness; or
- the malfunction, malformation or disfigurement of a part of the person's body; or
- a disorder or malfunction that results in the person learning or communicating differently from a person without the disorder or malfunction; or
- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgement or that results in disturbed behaviour;
- and includes a disability that presently exists, previously existed but no longer exists, or may exist in the future.

5.3 Inclusion of sexually and gender diverse people

Baseball Queensland is committed to the inclusion and support of staff, players, and volunteers of diverse sexualities and gender identities and follows the Australian Human Rights Commission (2019) *Guidelines for the inclusion of transgender and gender diverse people in sport*.

5.4 Inclusion of people from culturally and linguistically diverse backgrounds

Baseball Queensland values the perspectives and contributions of staff, players and volunteers from culturally and linguistically diverse backgrounds and seeks to reflect the diversity of the Queensland community in the composition of our own community.

6. BREACH OF POLICY

Baseball Queensland is committed to ensuring an inclusive, fair and just workplace and playing environment. In the event that a staff member, player or volunteer has breached this policy, the matter will be resolved through most appropriate and relevant policies and/or procedures:

- Code of Conduct
- Workplace Harassment, Bullying, and Discrimination Policy
- Member Protection Policy

7. DELEGATED AUTHORITIES

All staff and volunteers are expected to have an understanding of equity, diversity and inclusion and are responsible for the implementation of such within their sphere or activities.

Accountability for ensuring equity, diversity and inclusion in employment is through the CEO and Board or Management. Accountability for ensuring equity, diversity and inclusion in participation in sport is through the CEO, High Performance Manager, coaching staff and volunteers.

8. DEVELOPMENT, REVISION AND APPROVAL HISTORY

Version No	Developed/ Modified by	Content authorised by	Approving Officer	Date of Effect	Last Reviewed
1	Andrea Marshall	Gareth Jones	Board of Management	21/10/2021	21/10/2021