# Inclusion and Diversity Policy

## 1.0 Purpose and Scope

UQ Sport Ltd (UQSL) recognises that the University is a safe and inclusive space for all participants and aims to provide support for sporting and recreational opportunities for everyone.

The objective of this policy is to ensure:

- UQSL employees and users are aware of our policy on inclusivity and diversity and,
- Promote a safe and welcoming environment for all users.

## 2.0 Policy Coverage

This policy applies to all users and UQSL employees.

## 3.0 Policy Statement

In line with the objectives of UQSL, the organisation aims to provide equal opportunity for all to access and participate in university sport. UQSL requires that all officials, staff, referees, volunteers, and coaches collectively support this policy, and actively engage to ensure that individuals are afforded equal opportunity to access and participate in university sport. UQSL recognises that, for a variety of reasons, it may not be possible for all individuals to be fully integrated into university sport, however the organisation is committed to removing barriers to participation and will not discriminate against individuals based on any protected attribute including though not limited to, gender, sexuality, disability, ethnicity, or Indigenous identity.

### 3.1 Disability, indigenous and multi-cultural persons

UQSL aims to provide opportunities for people with disabilities, and people from multicultural and Indigenous backgrounds, to participate in UQSL managed activities and events. The organisation will, wherever possible, draw expertise from and/or lobby the appropriate National Sporting Organisation (NSO), State Sport Organisation (SSO), university faculties and bodies, disability organisations as well as multicultural and Indigenous groups. In consultation with organisers of events, the appropriate NSO, disability organisations, multicultural and Indigenous groups, UQSL will determine opportunities on a sport-by-sport basis. This is achieved by addressing the following:

- Determine the accessible expertise and assistance available from the appropriate organisations within the disability, multicultural and Indigenous sectors, and utilise a volunteer and staff base that are appropriate to each group.
- Consult with organisers of UQSL events to determine their capability to cater for people with disabilities. This includes issues of facility accessibility and field of play requirements. A venue audit will be conducted of any potential facility taking into account entry points, signage, facilities and equipment.
- Determine the interest from students with a disability or who are from multicultural or Indigenous backgrounds.

- Provide a networking and informational service that allows individuals and groups to be further linked with related organisations, as well as informing them of current university sport opportunities that are available.
- Promote and encourage all activities for all people related to the participation in UQSL events.

## 3.2 Gender

UQSL acknowledges that, under Federal and State anti-discrimination and equal opportunity legislation, it is against the law to discriminate against anyone based on gender. UQSL recognises that gender diversity refers to a range of gender expressions and identities and is committed to ensuring that anyone can participate in UQSL events, activities and programs. The organisation will not restrict entry to sports to any one gender except where regulations or guidelines provided by the sports' governing body require such. UQSL and its clubs are also committed to providing competitions in divisions that are recognised by the relevant National Sporting Organisation (NSO). UQSL will adopt the NSO rules, regulations and policies in relation to gender where these are available and in line with anti-discrimination laws.

UQSL recognises gender divisions endorsed by NSOs which may be 'mens', 'womens', 'open' and/or 'mixed' (sport dependent):

- Mens: participation is restricted to those who identify as male.
- Womens: participation is restricted to those who identify as female.
- Open: participation is unrestricted.
- Mixed: participation is restricted to the proportion of male and female students as prescribed in the rules of that sport.

UQSL will refer to the International Olympic Committee (IOC) guidelines when it comes to determining eligibility to compete in male and female competitions. A copy of these guidelines is available from the IOC website. There are two principles upon which UQSL accepts that participation in a sport may not be open to all competitors:

- Where the strength, stamina or physique of competitors is relevant to a sport such that it may be inappropriate to offer participation in all competitions.
- Where insufficient teams/entries are fielded in any one competition of a sport to provide for a fair and worthwhile competition.

UQSL is committed to supporting diversity and inclusion in all programs, events, and social sports, where possible. As such, participants are supported to compete in the most appropriate gender category available for the individual, unless the sport is sanctioned by a NSO or SSO whereby the regulations of that sport must be followed.

## 3.3 Sexuality

UQSL recognises that, under federal and state anti-discrimination and equal opportunity legislation, it is against the law to discriminate against persons based on sexuality. UQSL recognises the diversity of human sexuality and welcomes all persons to compete in UQSL events and programs. UQSL encourages all participants and members to instil an ethos of inclusion into best team management practices.

**In all things UQSL seeks to be open and inclusive and if you feel there is more we can do then please contact us.**

# 4.0 Meta Data for Document Management

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| **Web Links** | UQSL Inclusion and Diversity Policy |
| **Approval Authority** | CEO |
| **Last Approval Date** | 25 May 2023 |
| **Next Review Date** | 25 May 2025 |
| **Audience / Users** | All UQSL Employees & UQSL users |
| **Notes** | N/A |