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| **DETAILS** Effective from: | 1 September 2023 |
| Contact officer: | President or Secretary |
| Next review date: | 1 September 2024 |

# OBJECTIVES AND MEASURES

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| Objectives | * Ensure all members and players, including girls and women, have equitable access to Club Facilities and Playing Areas * Ensure that equitable access is incorporated into the planning, design and provision of Club services, information, and facilities |
| Performance measures | * Number of times the Girls and Women have access to the playing field for training and games * Number of members and players attending cross-gender events |
| Risk assessment | Low |

**POLICY STATEMENT**

Como Jannali FC (Club) is committed to improving accessibility and inclusion for all members and players to the club. This includes people young children, girls and women, people from culturally and linguistically diverse (CALD) backgrounds, Indigenous people, people with disabilities and people of all ages.

Equitable access maximises participation and social inclusion in the community by identifying and removing barriers to decision making processes, Club services, information and facilities. It also promotes a sense of belonging and participation in the community leading to stronger and liveable communities.

Como Jannali FC is committed to achieving the following outcomes:

* equitable access to club services, information and facilities for all members and players
* improved decision making through increasing representation of people from socially diverse backgrounds in community engagement activities
* increased utilisation of information, resources, programs and services by people from socially diverse backgrounds
* greater participation by girls and women’s, from socially diverse backgrounds and Indigenous in community
* a more cohesive, stronger, inclusive community accepting of girls and women’s sport and social diversity
* inclusion of women into the club general committees and executive committee
* inclusions and pro-active planning practices and processes that enhance the Club facilities to the built inclusive environment for an girls and women,

# SCOPE

The policy applies to the design and implementation of all Club services, including facilities and playing/training areas.

# DEFINITIONS

**Club –** Como Jannali FC

**Discrimination** *–* the making of a difference in particular cases, as in favour of or against a person or thing, especially when arising from prejudice based on race, ethnicity, sex, religion, age, etc. (including those listed in disability).

**Equitable access** – The maximisation of civic participation in the community by identifying and removing barriers that prevent people from knowing about, using and/or participating in a service, facility, open space or decision-making process provided by Council and others.

**Universal design** – means the design of products, environments, programs and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialised design.

# LEGISLATION

Generally, Como Jannali will comply with anti-discrimination obligations fall under the following pieces of legislation, conventions or guidelines:

## United Nations Convention

Convention on the Rights of Persons with Disabilities 2008

## Commonwealth Policy

Access and Inclusion Policy

## Commonwealth Legislation

* + *Australian Human Rights Commission Act 1986*
  + *Racial Discrimination Act 1975*
  + *Sex Discrimination Act 1984*

## State Legislation

* [*Anti-Discrimination Act 1977 No 48*](https://legislation.nsw.gov.au/view/html/inforce/current/act-1977-048?query=((Repealed%3DN+AND+PrintType%3D%22act.reprint%22+AND+PitValid%3D%40pointInTime(20231026000000))+OR+(Repealed%3DN+AND+PrintType%3D%22reprint%22+AND+PitValid%3D%40pointInTime(20231026000000))+OR+(Repealed%3DN+AND+(PrintType%3D%22epi.reprint%22+OR+PrintType%3D%22epi.electronic%22)+AND+PitValid%3D%40pointInTime(20231026000000)))+AND+Content%3D(%22sex+discrimination%22)&dQuery=Document+Types%3D%22%3Cspan+class%3D%27dq-highlight%27%3EActs%3C%2Fspan%3E%2C+%3Cspan+class%3D%27dq-highlight%27%3ERegulations%3C%2Fspan%3E%2C+%3Cspan+class%3D%27dq-highlight%27%3EEPIs%3C%2Fspan%3E%22%2C+Search+In%3D%22%3Cspan+class%3D%27dq-highlight%27%3EAll+Content%3C%2Fspan%3E%22%2C+Exact+Phrase%3D%22%3Cspan+class%3D%27dq-highlight%27%3Esex+discrimination%3C%2Fspan%3E%22%2C+Point+In+Time%3D%22%3Cspan+class%3D%27dq-highlight%27%3E26%2F10%2F2023%3C%2Fspan%3E%22)
* [*Native Title (New South Wales) Act 1994 No 45*](https://legislation.nsw.gov.au/view/html/inforce/current/act-1994-045?query=((Repealed%3DN+AND+PrintType%3D%22act.reprint%22+AND+PitValid%3D%40pointInTime(20231026000000))+OR+(Repealed%3DN+AND+PrintType%3D%22reprint%22+AND+PitValid%3D%40pointInTime(20231026000000))+OR+(Repealed%3DN+AND+(PrintType%3D%22epi.reprint%22+OR+PrintType%3D%22epi.electronic%22)+AND+PitValid%3D%40pointInTime(20231026000000)))+AND+Content%3D(%22racial+discrimination%22)&dQuery=Document+Types%3D%22%3Cspan+class%3D%27dq-highlight%27%3EActs%3C%2Fspan%3E%2C+%3Cspan+class%3D%27dq-highlight%27%3ERegulations%3C%2Fspan%3E%2C+%3Cspan+class%3D%27dq-highlight%27%3EEPIs%3C%2Fspan%3E%22%2C+Search+In%3D%22%3Cspan+class%3D%27dq-highlight%27%3EAll+Content%3C%2Fspan%3E%22%2C+Exact+Phrase%3D%22%3Cspan+class%3D%27dq-highlight%27%3Eracial+discrimination%3C%2Fspan%3E%22%2C+Point+In+Time%3D%22%3Cspan+class%3D%27dq-highlight%27%3E26%2F10%2F2023%3C%2Fspan%3E%22)
* [*Uniform Civil Procedure Rules 2005*](https://legislation.nsw.gov.au/view/html/inforce/current/sl-2005-0418?query=((Repealed%3DN+AND+PrintType%3D%22act.reprint%22+AND+PitValid%3D%40pointInTime(20231026000000))+OR+(Repealed%3DN+AND+PrintType%3D%22reprint%22+AND+PitValid%3D%40pointInTime(20231026000000))+OR+(Repealed%3DN+AND+(PrintType%3D%22epi.reprint%22+OR+PrintType%3D%22epi.electronic%22)+AND+PitValid%3D%40pointInTime(20231026000000)))+AND+Content%3D(%22racial+discrimination%22)&dQuery=Document+Types%3D%22%3Cspan+class%3D%27dq-highlight%27%3EActs%3C%2Fspan%3E%2C+%3Cspan+class%3D%27dq-highlight%27%3ERegulations%3C%2Fspan%3E%2C+%3Cspan+class%3D%27dq-highlight%27%3EEPIs%3C%2Fspan%3E%22%2C+Search+In%3D%22%3Cspan+class%3D%27dq-highlight%27%3EAll+Content%3C%2Fspan%3E%22%2C+Exact+Phrase%3D%22%3Cspan+class%3D%27dq-highlight%27%3Eracial+discrimination%3C%2Fspan%3E%22%2C+Point+In+Time%3D%22%3Cspan+class%3D%27dq-highlight%27%3E26%2F10%2F2023%3C%2Fspan%3E%22)

**RESPONSIBILITIES**

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| Sponsor | President, Como Jannali FC |
| Owner | Executive Committee, Como Jannali FC |

**VERSION CONTROL**

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| **Document** | **Date** | **Approved** | **Amendment** |
| v1 | 1/9/2023 | Executive Committee | Via email |
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