

# SURFING TASMANIA (STAS) INCLUSION POLICY – July 2014

This inclusion policy has been developed to encourage participation in our sport, in any capacity, by all members of the community – without reference to age, ability, income, education, sexual preference, race or religion.

As part of the policy, all members are further encouraged to read the information contained in the Play by the Rules website ([www.playbytherules.net.au](http://www.playbytherules.net.au)). All Affiliates, STAS Board and Representative Committee, STAS appointed officials and sub-committee members will also be strongly encouraged to participate in and complete the online training available on that website to further assist in ensuring this policy is upheld.

## WHAT IS INCLUSION?

Not only does inclusion cover the more obvious physical barriers to participation encountered by people with disabilities, it also extends to the less obvious barriers which are sometimes encountered by people due to the abovementioned factors, which are of equal, if not greater, significance.

## HOW DOES INCLUSION WORK?

Inclusion will only work if all committees/clubs under the STAS umbrella embrace the idea of including people of **ALL AGES AND ABILITIES** and move forward with the understanding that all members of the community have a part to play in the success of STAS.

Inclusion involves the integration of people with varying abilities into mainstream activities within STAS. Any organisation is only as good as the people who make it up and it is the responsibility of all members to recognise the value of persons of varying abilities.

Inclusion is about recognising the role that every person plays to make an organisation a success, and success should not only be measured by the results on the board, but the feel and atmosphere around the organisation.

**In line with this Inclusion Policy, STAS will make a commitment to the following principles:**

- STAS will familiarise members with our services and volunteers and do whatever possible to help them to feel like they belong.
- When considering people's input into the association or our activities, we will focus on their abilities and not on their limitations. We will acknowledge people's skills and attributes in all areas of our operations such as competing, administrating, coaching, general assistance, organising, fundraising and supporting.
- We will acknowledge that while some people have specific needs and may require assistance in some areas of the participation (i.e. people with disabilities), their involvement in other areas of competence will not be met with unusual or extraordinary treatment. STAS will regard every person as an active and contributing participant.

**Given the importance of sport and recreation to the larger community, we agree that it is of utmost importance to STAS that all members of the community, regardless of age, sex, race, socio-economic status, ability and geographical location have access to the range of opportunities that we provide.**