



INCLUSION POLICY

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Drafted By	Marc Mazzeo	Approved By Board on	27 June 2015
Responsible person	SM	Scheduled Review Date	1 January 2017

INTRODUCTION

Victorian Tenpin Bowling recognises the social and health benefits associated with being part of the sporting community. Tenpin Bowling Victoria is committed to eliminating discrimination in all forms and upholds the principle of equal opportunity. The Victorian Tenpin Bowling Association believes that the sport of Tenpin Bowling should be accessible to all Victorians.

PURPOSE

Access to social networks, engaging in a variety of social and physical activities and having a valued social position contributes to positive health and wellbeing. Providing an inclusive and welcome environment within Tenpin Bowling also assists a higher level of individual health. These environments also encourage people of all abilities, backgrounds and genders to participate in all aspects of the sport.

POLICY

Associations & Bowling Centre Responsibilities

Associations and bowling centres are responsible for ensuring that:

- Discrimination is prohibited;
- Victorian Tenpin Bowling Association Codes of Conducts are available and followed (eg. players, coaches, parents, officials and spectators);
- Venues and activities are accessible to people with disabilities;
- People from a range of backgrounds are able to feel comfortable participating in activities;
- Affordable activities are provided; and
- A welcoming environment is provided for new participants

Strategies to Encourage Inclusiveness within Associations & Bowling Centres

- Educate and encourage compliance with the Victorian Tenpin Bowling Association Member Protection By-Laws on inclusion and discrimination;
- Provide free or low cost activities for disadvantaged groups;
- The association or bowling centre programs are promoted to all community groups;
- Involve people from a range of backgrounds in the planning and implementation of activities;
- Create activities that make new members feel welcomed, such as induction sessions, whereby new members can meet existing members and become familiar with the bowling centre;
- Develop relationships and partnerships, with community based groups and organisations that work with priority populations and disadvantaged groups.



Legislation

To ensure that the Victorian Tenpin Bowling association is welcoming and inclusive, the principles established in both State and Commonwealth Government Legislation including:

- Equal Opportunity Act 1995 (Victoria)
- Racial Discrimination Act 1976 (commonwealth)
- Sex Discrimination Act 1894 (Commonwealth)
- Disability Discrimination Act (Commonwealth);and
- Human Rights and Equal Opportunity Commission Act 1987

Such principles are also outlined in the Victorian Tenpin Bowling Association Member Protection By-Laws. A process or resource will be provided should an individual of the association have his or her rights violated.

Definition

Discrimination means treating someone unfairly because they happen to belong to a particular group of people-such as female, male ethnic or have a disability.

Discrimination is often the result of prejudice or negative stereotyping based on ignorance, fear or simple naivety.

Inclusion Strategies

- Provide new individuals with an induction resource and information on Tenpin Bowling activities and the sport of Tenpin Bowling;
- Create a friendly environment that encourages people from a range of different backgrounds and o become involved;
- Build strong relationships with community groups; and
- Create a welcoming environment by providing various activities for priority populations and minority groups throughout the year.

Complaints Procedure

1. The complaint should be filed, in writing, to the local affiliated association or bowling centre President and Board, who may refer the matter on to a Member Protection Officer or to the Victorian Tenpin Bowling Association Member Protection Tribunal for action.
2. The issue will then be dealt with in accordance to the member Protection By-Laws of Victorian Tenpin Bowling Association.



Disciplinary Action

In accordance with the Member Protection By-Laws of the Victorian Tenpin Bowling Association, the following disciplinary action may be taken by the Member Protection Tribunal:

- Direct that the offender attend counselling to address their conduct;
- Recommend that the Victorian Tenpin Bowling Association, a Governing or Delegated Body, Affiliated Association or the relevant Bowling Centre suspend and/or ban the individual from participating in further activities, fixtures, completions or events over a period of time determined appropriate by the Member Protection Tribunal;
- Where there has been damage to the property, direct that the offender pay compensation to the relevant organisation which controls or has possession of the property;
- Impose a monetary fine for the amount determined by the Member Protection Tribunal;
- Impose a warning;
- In the case of a coach, direct the relevant organisation to de-register the accreditation of the coach for a period or indefinitely;
- Withdraw any awards, placing's, records won in any tournaments, activities or events held or sanctioned by the Victorian Tenpin Bowling Association, a Governing or delegated body, affiliated association or the relevant bowling centre;
- Direct the offender to repay all of part of any financial assistance (excluding any fee for service, wages or expenses) given to them by the Australian Sports Commission, any Federal or State funding agency, the Australian Olympic Committee, the Australian Commonwealth Games Organisation, Tenpin Bowling Australia, the Victorian Tenpin Bowling Association, a Governing or delegated body, affiliated association or the relevant bowling centre or any other organisation which has provided funding;
- If the nature of the offence is such that the Member Protection Tribunal considers it appropriate, direct that the person's name be entered onto the Prohibited Persons Register; and
- Any other such penalty as the Member Protection Tribunal considers appropriate.

Appeals Procedure

An Appeals Tribunal (made up of three people) will hear an appeal from any individuals who have received disciplinary action that they feel is unjust.

Appeals must be forwarded, in writing to the Registrar of the Member Protection Tribunal within 72 hours of the notification of the disciplinary action.



Policy Application

This policy applies to all Victorian Tenpin Bowling Association, players, officials, coaches, volunteers, board members, team managers and spectators.

Tenpin Bowling Victoria, will implement the actions outlined in this policy from 1st January 2015. This policy will be reviewed annually to ensure it remains relevant to the needs of the Victorian Tenpin Bowling Association.

Acknowledgements

Several resources from organisations such as the Australian Sports Commission, Victorian Department of Planning and Community Development, Victorian Office of Disability, Basketball Victoria and VicHealth were used in the development of this policy.

AUTHORISATION (FOR AND ON BEHALF OF THE BOARD)

Chairman of the Board

Secretary of the Board

Date of approval by the Board:

27 June 2015