



# Softball Tasmania - Inclusion Policy

## Aim

This policy has been developed in order to encourage the participation of all groups in the community in Softball in Tasmania. The term inclusiveness represents participation in softball, in what capacity desire, by all members of the community regardless of age, ability, income, education, sexual preference, identity, race or religion. Inclusiveness embraces such diversity.

## What is access/inclusion?

When we think of access to facilities or activities, too often our thoughts turn to the physical barriers that prevent people with disabilities from participation. While such concerns are obviously relevant to the opportunities available for participation, there are other less tangible barriers to access and inclusion that are of equal, if not greater significance.

## How does inclusion work?

Inclusion will only work if all our affiliates and members embrace the idea of including people of all **AGES, ABILITIES, CULTURES, RACE, RELIGION, GENDER, ABILITIES, LGBTIQ IDENTITY** into our sport, thus displaying an understanding that all members of the community have a part to play in our success.

Inclusion involves the integration of EVERYONE into ANY activities they choose within Softball in Tasmania. Any organisation is only as good as the people who make it up and it is the responsibility of all Softball Tasmania members to recognise the value of all people.

Inclusion extends to every level of our organisation from chairperson down. Inclusion is about recognising the role that every person plays to make Softball in Tasmania a success which is not only measured by our on field results but the FEEL and ATMOSPHERE around softball.

## What does an inclusive environment mean to the people who use it?

1. An inclusive softball environment can contribute to community safety and develop a social network for people who may not have previously had a feeling of belonging.
2. Inclusive softball environments contribute to a sense of local and community control.
3. Inclusive softball associations become a hub and are key social spaces, which contribute to community and cultural development.
4. Being able to access a softball environment without fear of feeling isolated from mainstream activities and building a mutual trust within the organisation.

The above points are only guides as to how people who may see themselves as being disadvantaged, would view having the opportunity to belong to an inclusive body.

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

**Providing a welcoming environment**

With all physical barriers removed, people feel uncomfortable in an environment that does not make them feel welcome. Softball Tasmania, its associations and clubs will encourage existing members to welcome and support new participants and members around our facilities, introduce them to other members and help them to feel like they belong.

**This outside the norm**

When considering people's input into softball activities, we will focus on their abilities and not on their limitations. We will acknowledge people's skills and attributes in all areas of softball operations such as playing, administrating, coaching, general assistance, scoring, umpiring, maintenance, organising, fund-raising, supporting and general club management.

**Maintain consistency**

We will acknowledge that while some people have specific needs and may require assistance in some areas of their participation i.e. people with disabilities, their involvement in other areas of competence will not be met with unusual or extraordinary treatment. Genuine participation in community based recreation requires contributions from both participants and groups and therefore Softball Tasmania, its associations and clubs will regard every person as an active and contributing participant.

**Given the importance of recreation to everyone in the community, we agree that it is of utmost importance to Softball Tasmania, its associations and clubs 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.**

Softball Tasmania endorses and advocates the adoption of the Play by the Rules vision of making sport inclusive, safe and fair. Further information on Diversity and Inclusion can be found on the Play by the Rules website <https://www.playbytherules.net.au/got-an-issue/inclusion-and-diversity>

**Endorsed by Softball Tasmania**

**Implementation Date: day/July/2018**

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