

POLICY 3

Name of organisation:

Disability Inclusion Policy



Commitment to Te Tiriti o Waitangi

(insert name of organisation) recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

(insert name of organisation) is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

Values

(insert name of organisation) values the diversity of the people involved in its activities, regardless of their abilities.

(insert name of organisation) will make itself accessible to, and include disabled people in our organisation, in both playing/taking part and non-playing roles/non-taking part, as far as possible.

(insert name of organisation) aims to provide a safe, inclusive and enjoyable environment for everyone involved in its activities. People are expected to show respect and courtesy in their interaction with others.

(insert name of organisation) aims to ensure disabled people are supported to participate and have full access as part of the play, active recreation and sport community.

Purpose

This policy aims to:

- to support the full and active participation of disabled people in activity/sport
- to provide for the social inclusion of disabled people through activity/sport.

This policy should be read together with

(insert name of organisation)'s Preventing Discrimination Policy.

Application

This policy applies to anyone involved in

(insert name of organisation) and its regional and national organisations. This includes: volunteers, participants, supporters, club members, employees, service providers, and families/whānau of participants.

What we will do

To support our aim to make

(insert name of organisation) as inclusive as possible, we will make no assumptions about what people are able to do. We will:

- talk to, listen to and follow the lead of disabled people about ways our organisation and the

(insert activity or sport) can be made safe and accessible to them

- focus on what disabled people can do, rather than what they cannot
- treat all disabled people as individuals and consider their circumstances as they explain them
- make adjustments to our ways of doing things, including coaching, equipment, rules or environment, as far as possible
- make modifications to our premises for accessibility (e.g. putting in a ramp, wheelchair lift or handrail), as far as possible
- be up front if modifications, adjustments or other accommodations are not reasonably possible
- communicate and share information in accessible ways and formats
- ensure people of all abilities are recognised for their contributions and achievements
- have strong policies to ensure disabled people can participate in our activities without being subject to discrimination, bullying and harassment

What we ask

If you are a disabled person, or you are the parent/guardian/whānau of a disabled person:

- let us know what we can do to make sure you or your family member/whānau feel included and your needs met, including any modifications, adjustments or other accommodations. This can be by:
 - meeting with our [e.g. Chief Executive, General Manager] directly to discuss, who will fill out the attached Change Request Form
 - by filling out the attached Change Request Form and providing it to [e.g. Chief Executive, General Manager]
- understand

(insert name of organisation) will do its best to accommodate your or your family member/whānau's needs

- always raise any concerns you or your family member/whānau are experiencing or ideas to make

(insert name of organisation) a more inclusive and welcoming place.

Making a formal complaint

Individuals who wish to make a formal complaint, or where there is an alleged breach of this policy should follow the complaints procedure outlined in the Complaints Policy and Procedure.

Individuals may also choose to make a complaint about discrimination to the Human Rights Commissioner. Employees may also raise a personal grievance in accordance with the Employment Relations Act 2000.

APPENDIX 1

Name of organisation:

Change Request Form

Name:

Phone:

Email:

Address:

Date:

Description of proposed adjustment (e.g. change to coaching, equipment, rules or environment):

Description of proposed modification (e.g. putting in a ramp, wheelchair lift or handrail):

How will this modification or adjustment help you?

(insert name of organisation) to complete

Date received:

Received by:

Can this change be accommodated? Yes No

If no, why not?

Provide this Change Request form to the [e.g. Chief Executive]



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New Zealand Government

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