



INCLUSION POLICY

(Adopted August 2013)

Introduction

Basketball Tasmania is committed to developing and supporting inclusive opportunities within our member associations and their clubs which will encourage the involvement of all sectors of the community in our programs and activities.

Inclusiveness in this context encourages all members of the community to participate in whatever capacity they desire and are suited, regardless of age, ability, income, education, sexual preference, race or religion. It is however, recognised that some activities and programs require for example, certain skills, have certain age divisions or operate on a “user-pays” basis which may preclude some individuals from participating. Also it should be on the medical age of the athlete and not maturity of the person on entering a roster within reason.

What is access/inclusion?

When we think of access to facilities or activities, our thoughts often simply 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 AND ABILITIES** 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 people with varying abilities into mainstream activities within Basketball Tasmania and associated bodies. 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 extends to every level of our organisation from Chairperson down and is about recognising the role that every person plays to make our sport a success which is not only measured by our on field results but the FEEL and ATMOSPHERE around the organisation.

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

1. An inclusive sport and recreation facility can contribute to community safety and develop a social network for people who may not have previously had a feeling of belonging.
2. Inclusive sport and recreation environments contribute to a sense of local and community control.
3. Inclusive organisations become a hub and are key social spaces, which contribute to community and cultural development.
4. Being able to access a facility 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, Basketball Tasmania and our affiliates will make a commitment to the following principles:

- **Providing a welcoming environment:** With all physical barriers removed, people whether having disabilities or not, feel uncomfortable in an environment that does not make them feel welcome. We will therefore orient people around our facilities, introduce them to other club members and help them to feel like they belong.
- **This outside the norm:** When considering people's input into our group or activities, we will focus on their abilities and not on their limitations or age. We will acknowledge people's skills and attributes in all areas of our operations such as playing, administrating, coaching, general assistance, scoring, timekeeping, 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 eg. 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 our club 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 our sport that all members of the community, regardless of age, sex, race, socio-economic status, ability and geographical location have access as much as is practical, to the range of opportunities that we provide.