

# Diversity, Equity & Inclusion Policy

**February 2024**

## Commitment

UniSport Australia (UniSport) is committed to providing a safe and inclusive environment for all, regardless of ethnicity, location, religious or political beliefs, age, cultural background, sexuality or gender. Recognising the diversity of our student athletes who participate in our activities, our commitment to be an inclusive organisation is reflected in our core values and our commitment to the sector, but it also reflects the diversity of the university sport community.

Our vision is active students, lifelong success and as such, we celebrate diversity of sex, gender, identity, gender expression, sexual orientation, intersex status, age, ability, skill, cultural background, ethnicity, location, religious or political beliefs and welcome all to gain a positive experience through sport.

UniSport Australia has zero tolerance to any form of bullying, harassment, direct or indirect discrimination based on a person's identification in the diverse groups within the university sport community.

## Introduction

UniSport's commitment to provide a welcoming, inclusive platform is central to our approach to social inclusion. We believe in the need for fair and inclusive participation in sport. We view university sport as a powerful tool to promote inclusion and acceptance, while being an exceptional platform for student engagement for students of all backgrounds. By offering an environment for interpersonal engagement and friendly competition, UniSport believes the overall student experience can be greatly enhanced.

Sports break down barriers and build bridges where boundaries usually exist. Sport can be understood across cultures, languages and religions. University sport can create a feeling of inclusion in society, no matter what age, sexual orientation, gender expression, whether you are able-bodied or disabled, religion, ethnicity or socio-economic status.

This policy is based on and upholds:

- Human Rights principles to access, equity, participation and support
- Cornerstone principles of Australian sport such as fair play, respect, responsibility and safety requirements under anti-discrimination and equal opportunity laws
- Responsible community and social values

## Objectives

- To create a safe and welcoming environment for our diverse student and member demographic that respects and values diversity.
- Apply standards that enforce a zero tolerance of discriminative behaviours based on sexual orientation, gender identity, age, culture, ability or ethnicity.
- To affirm UniSport Australia's support of gender affirming practices in our sport competitions, programs and operations.
- To increase access to events and sport programs for all.

## Who does this policy apply to:

- UniSport members and students that are participating in any UniSport event
- Spectators, media personnel, medical personnel and sporting organisations that attend/contribute to the event
- UniSport Board, committees, staff and volunteers

## Review and Amendments

This policy will be reviewed periodically, and amendments will be made as necessary to ensure its continued relevance and effectiveness.

## Framework

UniSport Australia models its approach to this area based on Sport Australia's [7 pillars of inclusion](#)

Pillar	UniSport Commitment
<b>Access</b>	Events, venues and programs are accessible for all
<b>Attitude</b>	A demonstratable and unwavering commitment to position statements and take all reasonable steps to eliminate discrimination from our practices
<b>Choice</b>	Ensure that sport offerings and development opportunities are consistent with confirmed position statements. UniSport will ensure its staff and Board, as well as other relevant groups (such as event volunteers), undertake relevant cultural awareness training each year.
<b>Partnerships</b>	Develop positive partnerships with industry leaders that will enhance UniSport's inclusion commitment
<b>Communication</b>	Dissemination of UniSport's Diversity, Equity & Inclusion Policy and Diversity and Inclusion Guidelines to UniSport staff, members, stakeholders. Demonstratable inclusive language across UniSport policies, procedures, website, social media, presentations and collateral. Ensure inclusive images are used across all collateral and visual activities. Encourage people from all facets of the university sport community to be respected, recognised and valued
<b>Policy</b>	Development of a Diversity, Equity & Inclusion Policy, up to date Member Protection Policy and Codes of Conduct. UniSport Australia's Diversity and Inclusion guidelines supports the implementation of this policy
<b>Opportunities</b>	Provide an environment where students participate in a fair and inclusive sporting competition. Advocate for the creation and maintenance of safe, accessible, inclusive and equitable physical and social environments

## Position Statements

Position statements have been established to clearly define UniSport's position on these different areas. These position statements will guide UniSport and its activities in these areas.

### ***Multicultural and Indigenous***

UniSport welcomes and will provide opportunities for people from multicultural and Indigenous backgrounds to participate in university sport, UniSport events and its organisation.

### ***Gender and Sexuality***

UniSport understands that gender diversity refers to a diverse range of gender expressions and identities and that anyone can compete at UniSport events. UniSport recognises under federal and state anti-discrimination and equal opportunity legislation that it is against the law to discriminate against people on the basis of gender identity or intersex status. However, there are situations where it is permissible to discriminate based on sex or gender identity (refer to Diversity and Inclusion guidelines for permissible exemptions).

### **Ability**

UniSport welcomes all members of the university community, regardless of their abilities. We will include people with disability at our competitions in both playing and non-playing roles to the greatest extent that we can.

We will endeavor to make our competitions as accessible as possible, based on our state sports policy on inclusion, the ability of individuals involved, the type and level of competition they want to join and our capacity to make modifications that promote inclusion.

## **Definitions**

<b>Word</b>	<b>Definition</b>
<b>Discrimination</b>	Discrimination occurs when someone is treated (or is proposed to be treated) unfairly or less favourably than another person in the same or similar circumstances because of one of the personal characteristics covered by anti-discrimination laws. This is known as direct discrimination. Indirect discrimination occurs when there is (or is proposed) an unreasonable requirement, condition or practice that seems to treat everyone equally, but which has or is likely to have the effect of disadvantaging persons with a personal characteristic covered by anti-discrimination laws.
<b>Intersex</b>	Intersex refers to people who have genetic, hormonal or physical characteristics that are not exclusively 'male' or 'female'. A person who is intersex may identify as male, female, intersex or as being of indeterminate sex.
<b>Transgender</b>	Transgender is an umbrella term that refers to a person whose gender identity is different to their physical sex as recorded at birth. Transitioning refers to the process where a transgender person commences living as a member of another sex. This is sometimes referred to as the person 'affirming' their gender because transitioning means they start living in what they identify as their true gender. For people who are transitioning/affirming their gender, having their identity fully recognised in all areas of life is a crucial part of the experience of living as their affirmed gender.
<b>Sexual orientation</b>	Sexual orientation refers to a person's emotional or sexual attraction to another person, including, amongst others, the following identities: heterosexual, gay, lesbian, bisexual, pansexual, asexual or same-sex attracted.
<b>Gender expression</b>	Gender expression is how a person publicly expresses or presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender
<b>Gender identity</b>	Gender identity refers to a person's deeply held internal and individual sense of gender
<b>Harassment</b>	Harassment is any type of unwelcome behaviour which has the effect of offending, humiliating or intimidating the person harassed. Unlawful harassment can be based on any of the personal characteristics covered by anti-discrimination law, such as a person's race, sex, pregnancy, marital status or sexual orientation (see the list under "Discrimination").

	Public acts of racial hatred which are reasonably likely to offend, insult, humiliate or intimidate are also prohibited. This applies to spectators, participants or any other person who engages in such an act in public. Some states and territories also prohibit public acts that vilify people on other grounds such as homosexuality, gender identity, HIV/AIDS, religion and disability (see also “Vilification”).
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### **Relevant policies and Guidelines**

- [UniSport Australia Diversity, Equity & Inclusion Guidelines](#)
- [UniSport Australia Code of conduct](#)
- [UniSport Australia Member Protection Policy](#)

