

UNISPORT AUSTRALIA (UNISPORT) GUIDELINE

Inclusion and diversity

UniSport Australia
ABN 22 634 634 319

Suite 1.12
Sports House
150 Caxton Street
Milton QLD 4064

P 07 3876 2610
admin@unisport.com.au
unisport.com.au

Introduction

In line with the objectives of UniSport, the organisation aims to provide equal opportunity for all. This includes those that identify as men, women, or other, people with all abilities as well as students from multicultural and Indigenous backgrounds having the same rights to access opportunities to participate in university sport. It is also pertinent that officials, staff, referees, volunteers and coaches collectively be afforded equal opportunity as they reflect the success of a project.

UniSport recognises that not all of these groups may be able to be fully integrated into university sport however, the organisation takes responsibility to avoid discrimination and when barriers exist, to remove them where possible.

All ability, Indigenous and multicultural persons

UniSport aims to provide opportunities for people with all abilities and people from multicultural and Indigenous backgrounds to participate in university sport, UniSport events and its organisation. The organisation will wherever possible draw expertise from and/or lobby the appropriate National Sporting Organisation (NSO), university faculties and bodies, all ability organisations as well as multicultural and Indigenous groups to maximise opportunities.

UniSport, where possible, in consultation with organisers of UniSport events, the appropriate NSO, all ability organisations and multicultural and Indigenous groups will determine opportunities on a sport by sport basis. This is achieved by addressing the following areas:

- Determine the accessible expertise and assistance available from the appropriate organisations within the all ability, multicultural and Indigenous sectors and utilise a volunteer and staff base that are appropriate pertaining to the group.
- Consult with organisers of UniSport events to determine their capability to cater for people with all abilities. This includes issues of facility accessibility and field of play requirements. A venue audit will be conducted of any potential facility considering entry points, signage, facilities and equipment.
- Determine the interest from students with all abilities or who are from multicultural or Indigenous backgrounds.
- Provide a networking and informational service that allows individuals and groups to be further linked with related organisations, as well as informing them of current university sport opportunities that are available.
- Promote and encourage all activity for all people related to the participation in UniSport events.

Gender

UniSport recognises under federal and state anti-discrimination and equal opportunity legislation that it is against the law to discriminate against students based on gender. UniSport understands that gender diversity refers to a diverse range of gender expressions and identities and that anyone can compete at UniSport events.

The organisation will not restrict entry to sports to any one gender except where strength, stamina or physique of the competitor is relevant to the sport.

The organisation is also committed to providing competitions in divisions that are recognised by the relevant NSO.

UniSport will adopt the NSO rules, regulations and policies in relations to gender where these are available and in line with anti-discrimination laws. UniSport recognises gender divisions endorsed by NSOs which may be 'men's', 'women's', 'open' and/or 'mixed' (sport dependent):

- Men's: participation is restricted to those who identify as male
- Women's: participation is restricted to those who identify as female
- Open: participation is unrestricted to gender
- Mixed: participation is restricted to the proportion of male and female students as prescribed in the rules of that sport

UniSport will consider the International Olympic Committee (IOC) guidelines when it comes to determining eligibility to compete in male and female competitions. A copy of these guidelines is available from the [IOC website](#).

There are two bases upon which UniSport accepts that participation in a sport may not be open to all competitors:

- Where the strength, stamina or physique of competitors is relevant to a sport it may be inappropriate to offer participation in all competitions.
- Where insufficient teams/entries are fielded in any one competition of a sport to provide for a fair and worthwhile competition, UniSport accepts that a national competition will not be offered in that competition. For a competition of a sport to gain and maintain UniSport sport status, it must satisfy the requirements of the UniSport allocation and review of sport status guideline.

Sexuality

UniSport recognises that under federal and state anti-discrimination and equal opportunity legislation it is against the law to discriminate persons based on sexuality. UniSport welcomes all persons to compete in UniSport events. UniSport always promotes acceptance and inclusion regardless of sexuality and encourages all participants and members to instil this ethos into best team management practices.

Previous amendments

Equal Opportunity | April 2012 | January 2013 | May 2014 | March 2018

Gender Equality | March 2005 | February 2008 | March 2011 | March 2018

Inclusion | January 2011 | December 2012 | March 2018

Note that the Gender Equality and Inclusion guidelines were combined into the UniSport guideline: Equal Opportunity in April 2012.