

Social Inclusion Policy

February 2023

Commitment

Australian Masters Games is committed to providing a safe and inclusive environment for all participants regardless of ethnicity, location, religious or political beliefs, cultural background, sexuality or gender. Recognising the diversity of our Masters participants 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 Australian Masters Games community.

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

Australian Masters Games has zero tolerance to any form of bullying, harassment, direct or indirect discrimination based on their identification in the diverse groups within the Games community.

Introduction

Australian Masters Games'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 sport as a powerful tool to promote inclusion and acceptance, while being an exceptional platform for social engagement for participants of all backgrounds. By offering an environment for interpersonal engagement and friendly competition, Australian Masters Games believes the overall participant 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. 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 has a focus on inclusion of Masters Games participants with indigenous and Torres Strait islander backgrounds, sexuality as well as ability. 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 ensure that Australian Masters Games provides a safer and more welcoming environment for our diverse participant demographic by eliminating discriminative behaviour within our events and programs.
- To apply standards that enforce a zero tolerance of discriminative behaviours based on sexual orientation, gender identity, culture, ability or ethnicity
- To affirm Australian Masters Games's support of gender affirming practices in our sport competitions, programs and operations.

Who does this policy apply to:

- Australian Masters Games participants, who are part of any Australian Masters Games event
- Spectators, media personal, medical personal and sporting organisations that attend/contribute to the event
- Unisport Australia board, Australian Masters Games stakeholders, staff and volunteers

Framework

Australian Masters Games is operated by Unisport Australia models its approach to this area based on Sport Australia's [7 pillars of inclusion](#)

Pillar	Australian Masters Games
Access	Events, venues and programs are accessible for all
Attitude	A demonstratable and unwavering commitment to position statements and take all reasonable steps to eliminate discrimination from our practices
Choice	Ensure that sport offerings and development opportunities are consistent with confirmed position statements. UniSport, who operate the Australian Masters Games will ensure its staff and Board, as well as other relevant groups (such as event volunteers), undertake relevant cultural awareness training each year.
Partnerships	Develop positive partnerships with industry leaders that will enhance Australian Masters Games inclusion commitment
Communication	Dissemination of Social Inclusion policy and Diversity and Inclusion guidelines to UniSport and Australian Masters Games staff, members, stakeholders. Demonstratable inclusive language across UniSport and Australian Masters 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 Masters sport community to be respected, recognised and valued
Policy	Development of a social inclusion policy, up to date Member Protection Policy and Codes of Conduct. UniSport Australia's and Australian Masters Games Diversity and Inclusion guidelines supports the implementation of this policy
Opportunities	Provide an environment where participants compete 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 Australian Masters Games's position on these different areas. These position statements will guide Australian Masters Games and its activities in these areas.

Multicultural and Indigenous

Australian Masters Games will provide opportunities for people from multicultural and Indigenous backgrounds to participate in Masters sport, Australian Masters Games events and its organisation.

Gender and Sexuality

Australian Masters Games understands that gender diversity refers to a diverse range of gender expressions and identities and that anyone who meets the relevant age criteria can compete at Australian Masters Games events. Australian Masters Games 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 sexuality or gender identity. (refer to Diversity and Inclusion guidelines for permissible exemptions).

Ability

Australian Masters Games welcomes all members of the Masters sporting 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

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.

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.

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.

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.

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

Gender identity refers to a person's deeply held internal and individual sense of gender

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").