



## Inclusion Policy

### LACROSSE VICTORIA INCLUSION POLICY

Social inclusion is about making sure that all children and adults are able to participate as valued, respected and contributing members of society. It is also about the acceptance and equal treatment of members of the wider community regardless of their gender identity, sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated.

This policy provides *Lacrosse Victoria*'s position on the inclusion of all people with a particular focus on women and girls, First Nations people, people from culturally and linguistically diverse backgrounds, people from the LGBTQIA+ community and people with a disability in our sport.

### RATIONALE

Sport can play a powerful role in:

- Contributing to the development of healthier communities and individuals
- Increasing social connection and shaping acceptable social norms
- Promoting multiculturalism

Research shows lower than average participation rates in some population groups, compounded by discrimination when participating in sport. It is important that *Lacrosse Victoria* takes an active leadership role in supporting and encouraging diverse participation in all aspects of *Lacrosse*, including paid and voluntary roles in coaching, officiating and administration.

### PRINCIPLES AND BELIEFS

This policy is based on and upholds:

- Human Right Principles relating to equity, access, participation and support.
- Essence of Australian Sport principles relating to fair play, respect, responsibility and safety requirements under anti-discrimination and equal opportunity laws
- Responsible social and community values



This policy upholds the belief around:

- The importance of valuing both participation and competition
- That an inclusive lacrosse community can contribute to community safety, a fair go for all members and develop a social network for people who may not have previously had a feeling of belonging
- That inclusive environment contributes to a sense of local and community participation and strives to uphold the positive differences and diversity between people.
- That inclusive organisations become a hub and are key social spaces, which contribute to community and cultural development.

## POLICY COVERAGE

This policy covers all *Lacrosse Victoria* areas of authority and applies to everyone involved in the activities of *Lacrosse Victoria* including committee and board members, staff, volunteers, players, coaches, officials, administrators, contractors, parents, guardians, and spectators.

## PURPOSE

The purpose of this policy is to help *Lacrosse Victoria* take action to promote inclusion and to assist in the prevention of those problems associated with discrimination within *Lacrosse*.

Therefore, in partnership with its key stakeholders, the aim of *Lacrosse Victoria* is to provide a space where all people feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying and harassment.



## POSITION STATEMENT

*Lacrosse Victoria* embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible, and equitable. This commitment involves a focused approach to actively encourage and support the inclusion of all people in particular women and girls, First Nations people, people from culturally and linguistically diverse backgrounds, people from the LGBTQIA+ community and people with a disability in all aspects of our sport.

Inclusion will only work if all participating clubs and associations embrace the idea of including people of *all ages and abilities* into the Lacrosse community and sharing an understanding that all members of the community have a part to play in developing and maintaining a vibrant lacrosse culture in Victoria.

Inclusion involves the integration of people with varying abilities into mainstream activities within the lacrosse community. 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 people of varying abilities.

## LACROSSE VICTORIA COMMITMENT

*Lacrosse Victoria* staff, board, members, and volunteers will, within their areas of responsibility and resources, take all reasonable steps to address barriers which limit people's participation in programs and services within the physical, social and virtual environment of Lacrosse. Genuine participation in the Lacrosse community requires contributions from both participants and groups and therefore our member clubs and associations will regard every person as an active and contributing participant.

Given the importance of sport and recreation to everyone in the community, *Lacrosse Victoria* agrees that it is of utmost importance to the lacrosse community that all members of the community, regardless of age, race, gender identity, ability, cultural background, sexuality, religion, socio- economic status, or geographical location have access to the range of opportunities that we provide.

In practical terms *Lacrosse Victoria* will actively work with all its members to:

- Speak with community groups and make respectful relationships with other organisations to facilitate inclusive practices and challenge barriers to participation.
- Take all reasonable steps to eliminate discrimination from our structures and practices.



- Encourage people from all areas of the community to be recognized, respected, valued and welcomed into Lacrosse.
- Deliver opportunities for training in coaching, officiating and leadership positions.
- Advocate for the creation and maintenance of safe, accessible, inclusive and equitable physical and social environments.

## RELATED POLICIES

This inclusion policy should be read in conjunction with all relevant approved *Lacrosse Victoria* policies and procedures, including but not limited to:

[LA Member Protection Policy \(as adopted by LV\)](#)

[LV Trans and Gender Diverse Policy](#)

[LV Flexible Uniform Policy](#)