Cultural Diversity & Inclusion Policy

Ridgewood Athletics Centre is committed to creating a welcoming, safe, respectful, and inclusive environment where all athletes, families, volunteers, coaches, officials, and community members are valued regardless of their: Cultural background, Race or ethnicity, Language, Religion or belief, Nationality, Gender identity, Disability, Age, Sexual orientation, Family structure or socioeconomic background

Ridgewood Athletics Centre believes diversity strengthens our community and enriches the experience of athletics for everyone.

Purpose
This policy aims to:

- Promote cultural diversity and inclusion across all areas of the Centre
- Ensure equal access and participation opportunities for all members
- Foster respect, understanding, and belonging
- Prevent discrimination, harassment, vilification, and exclusion
- Celebrate the diverse backgrounds and experiences of our members
- Support athletes of all abilities and lived experiences

Guiding Principles
Ridgewood Athletics Centre is guided by the following principles:

1. Inclusion for All
Every person has the right to participate in athletics in an environment that is welcoming, respectful, and accessible.

2. Respect
We treat all people with dignity and respect, valuing different cultures, identities, perspectives, and experiences.

3. Equity
We recognise that some individuals may require additional support, adjustments, or accommodations to participate fully and fairly.

4. Belonging
We aim to create a Centre culture where every member feels accepted, connected, and valued.

5. Zero Tolerance
Ridgewood Athletics Centre has zero tolerance for racism, discrimination, bullying, harassment, or exclusionary behaviour.

This policy applies to: Athletes, Parents and guardians, coaches, officials, volunteers, committee members, spectators, contractors and visitors

The policy applies during: training sessions, competitions, carnivals and championships, team events, social activities, online interactions and social media engagement connected to the Centre.

Commitment to Cultural Diversity
Ridgewood Athletics Centre commits to Encouraging participation from culturally and linguistically diverse communities, respecting cultural traditions and practices, providing inclusive communication wherever possible, promoting cultural awareness and understanding, celebrating significant cultural events and days of recognition, ensuring all members feel safe expressing their identity, supporting Aboriginal and Torres Strait Islander inclusion and recognition, supporting athletes with disability and diverse support needs, working collaboratively with schools, community organisations, and inclusion partners.

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Inclusive Practices
The Centre will strive to:

Participation

- Remove barriers to participation wherever possible
- Support reasonable adjustments for athletes with disability or additional needs
- Encourage equitable opportunities in training, competition, leadership, and volunteering

Communication

- Use respectful and inclusive language
- Communicate clearly and accessibly
- Promote understanding across diverse communities

Education

- Promote awareness of cultural inclusion and respectful behaviour
- Encourage positive role modelling from athletes, coaches, and volunteers

Events & Environment

- Create welcoming environments at all Centre activities
- Recognise and celebrate cultural diversity through events, education, and community engagement

Expected Behaviour
All members of Ridgewood Athletics Centre are expected to treat others with respect and fairness, value diversity and inclusion, use inclusive and respectful language, behave in a manner that promotes a positive club culture, speak up or report inappropriate behaviour when safe to do so.

Unacceptable Behaviour
The following behaviours will not be tolerated racism or racial vilification, discrimination or exclusion, bullying or harassment, offensive jokes, slurs, or stereotypes, intimidation or abusive behaviour, online abuse or discriminatory social media conduct.

Reporting Concerns
Any member who experiences or witnesses inappropriate behaviour is encouraged to report the matter to:
The Member Protection Information Officer:
Inclusion Officer:
All concerns will be handled respectfully, confidentially, and in accordance with relevant policies and procedures.

Alignment with Governing Bodies
This policy aligns with the principles of Athletics West, Athletics Australia, The National Integrity Framework, Member Protection principles, Equal Opportunity and anti-discrimination legislation.

Community Commitment
Ridgewood Athletics Centre proudly supports a “One Centre” approach where athletes of all backgrounds, abilities, and experiences train and compete together in a culture of respect, encouragement, and belonging. We believe athletics should reflect the diversity of our wider community and that every athlete deserves the opportunity to participate, grow, and succeed.

Policy Review
This policy will be reviewed every two years or earlier if required to ensure it remains relevant, effective, and aligned with best practice and governing body requirements.

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