

## **Disability Action Plan**

Boronia Hawks Football Netball Club Inc (BHFNC) recognises that it is unlawful to treat a person with a disability less favourably than a person who does not have a disability, in the same or similar circumstances. Such discrimination is covered by the Commonwealth Disability Discrimination Act 1992 and the Equal Opportunity Act 1995.

Disability covers physical, intellectual, psychiatric, sensory, neurological or learning difficulties, the presence in the body of organisms causing diseases and beneficiaries of workers compensation.

BHFNC embraces the Disability Discrimination Act 1992 premise that:

- People with disabilities are part of our diverse communities.
- People with disabilities, their families and carers have a right to participate as fully as possible in the life of our communities.
- People with disabilities are the primary source of information regarding the physical, social and cultural barriers to their participation in their local community.

BHFNC has developed and implemented this Disability Action Plan which focuses on those physical, social and cultural barriers which create a handicap for people with disabilities to be able to enjoy participation in football, netball and/or as a volunteer or member at our Club.

### **Our commitment**

BHFNC welcomes all members of the community, regardless of their abilities. We will include people with disability in our club in both playing and non-playing roles to the greatest extent that we can. We will endeavour to make our club as accessible as possible, based on the ability of individuals involved, the type and level of participation they prefer and our capacity to make modifications that promote inclusion.

### **What we will do**

- Identify specific issues at our Club that can make life unnecessarily difficult or complicated for people with disabilities.
- Consult with each individual, including parents if the participant is under 18 years old, about how they would like to participate and what modifications would assist them.
- Where possible, adjust our coaching, equipment and/or playing environment and make modifications to club premises.
- Provide education to Club members about disability and inclusion.
- Have policies in place to ensure that people can play sport and participate in our club without discrimination, harassment or bullying.
- Where possible, provide access to canteen facilities, clubrooms, football oval and viewing areas and to have clearly defined disabled car parking areas at our facilities.
- Participate in any externally offered opportunities to expand our understanding of disability and how we can provide a more inclusive environment.

### **What we ask you to do**

If you have a disability:

- Contact the Director of Community and Inclusion to discuss what we can do to help include you in our Club and if you have any ideas to help make our Club more inclusive.

**This policy has been endorsed by the BHFNC Board**

**Date for review: February 2022**