



Wangaratta Baseball/Softball Sports Club Inc.

Registration No.: A0056508Y

Fair Play and Gender Equity Policy		Approval Date:	20.01.2025
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		Version No:	1
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Purpose:

This policy is designed to ensure that the Wangaratta Baseball/Softball Sports Club Inc provides a welcoming, inclusive, and safe environment for all participants, regardless of gender. We are committed to upholding the principles of fairness, respect, and dignity, and promoting equity and equal access in all club activities.

Scope:

This policy applies to all club members, players, volunteers, coaches, staff, and supporters, and covers all club activities, including training, games, social events, and other club-related functions.

1. Commitment to Fair Play Code and Principles

The Wangaratta Baseball Softball Sports Club Inc is committed to ensuring fair access for all members of the community, as outlined in the Fair Play Code and Principles of the Victorian Government. These principles are integral to our approach and include:

- **Fair Treatment:** All individuals, regardless of gender, will be treated with respect and fairness. The club is committed to eliminating gender-based discrimination and ensuring that every person has equal access to opportunities.
- **Equal Opportunity:** The club will promote and maintain a culture where opportunities for participation, coaching, leadership, and recognition are available to all, irrespective of gender.
- **Diversity and Inclusion:** We will actively encourage participation by people from diverse gender identities, ensuring that every individual feels valued, accepted, and supported.
- **Accessibility:** The club will work to ensure all facilities, events, and services are accessible to people of all gender identities, ensuring that no one is excluded based on gender.

2. Inclusive Participation

- The Wangaratta Baseball/Softball Sports Club Inc welcomes players and participants of all gender identities. We acknowledge that gender is a spectrum, and we respect the right of all individuals to self-identify and participate in the club's activities in a way that aligns with their identity.
- We will provide inclusive opportunities for all members, including but not limited to women, men, non-binary, and gender diverse individuals.
- The club will promote a culture of inclusivity, where individuals are free to participate in sport without fear of exclusion, harassment, or discrimination.



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- The Club further adopts and supports the Baseball Victoria Code of Conduct for players, coaches, parents, spectators, official and administrators.

3. Non-Discrimination and Harassment

- The Wangaratta Baseball/Softball Sports Club Inc has zero tolerance for discrimination, harassment, or bullying based on gender. Any participant who experiences or witnesses' gender-based discrimination or harassment is encouraged to report the incident immediately to the club's designated inclusion officer or any other available support staff.
- All reports of discrimination, harassment, or bullying will be taken seriously and handled confidentially in line with Baseball Victoria's code of conduct and complaint resolution procedures.

4. Gender-Sensitive Language

- All club communications, including marketing materials, announcements, and social media posts, will use gender-neutral language to be inclusive of all gender identities.
- The use of gendered terms (e.g., "guys," "girls") will be minimized in favor of more inclusive language (e.g., "team members," "players" "participants").

5. Club Leadership and Coaching

- The Wangaratta Baseball/Softball Sports Club Inc encourages gender diversity in leadership roles, including coaching, committee positions, and administrative functions. The club will actively work to ensure that individuals of all genders have equal access to leadership and coaching opportunities.
- All staff and volunteers will receive training in gender inclusivity, ensuring they are equipped to support players of all gender identities and foster a welcoming environment for all.

6. Facility Accessibility

- The Wangaratta Baseball/Softball Sports Club Inc will ensure that facilities are accessible and welcoming for individuals of all gender identities, including providing gender-neutral bathrooms where possible and ensuring that changing rooms accommodate all participants respectfully.
- In cases where gender-specific facilities (e.g., change rooms) are used, the club will ensure that everyone has access to safe and private spaces.

7. Supporting Gender Diversity in Sport

- The club will provide opportunities for education and awareness around gender diversity in sport, including hosting information sessions or workshops on inclusivity and gender identity.
- The club will collaborate with relevant local and state sporting bodies to stay up to date on best practices for supporting gender diverse individuals in sport, including policies and guidelines on participation in competitions and events.



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8. Complaint Resolution Process

- Any participant who feels that they have been excluded, discriminated against, or harassed based on their gender identity is encouraged to use the club's complaint resolution process, which will be handled fairly, confidentially, and without bias.
- The club will provide accessible mechanisms for reporting complaints, including anonymous channels if necessary, and will ensure timely follow-up and resolution.

9. Review and Accountability

- The Wangaratta Baseball/Softball Sports Club Inc will regularly review its gender inclusivity practices to ensure they remain aligned with current legislation, community expectations, and the Fair Play Code and Principles.
- The club will seek feedback from participants, especially those from gender-diverse backgrounds, to ensure ongoing improvement and that all members feel supported and valued.

10. Communication of the Policy

- This Gender Inclusive Policy will be communicated to all current and new members of the club, and will be publicly available on the club's website and other communication platforms.
- The club will actively promote the policy through social media, newsletters, and club meetings, ensuring that all participants understand their rights and responsibilities regarding gender inclusion.