



## **EQUITY and INCLUSION POLICY**

### **PURPOSE**

To ensure that Oceania Hockey Federation (OHF) continues to strive towards access for diverse members and volunteers and that all people associated with the club are treated equally and fairly, with dignity and respect.

OHF is committed to promoting hockey as “Equally Amazing Sport4Life” experiences and to be an equitable, inclusive, sustainable and innovative hockey Federation supporting active lifestyle, health community development and international performance.

### **POLICY STATEMENTS**

The Federation will:

- Value the diversity of its participants and welcomes people of all abilities and backgrounds to participate in hockey across Oceania.
- Ensure equity is adopted across all areas of its operations including representation in areas of decision-making. The development of consistent and transparent procedures for selection, dealing with grievances etc will assist in the fair treatment of those associated with OHF.
- Respect the rights, dignity and worth of every person and will treat everyone equally, regardless of age, gender, race, ability, religious belief, sexuality and /or preferences or social / economic status
- Recognise the role every person plays to make OHF a success. Success is not only measured by the on-field results, but by the feel and atmosphere of OHF.
- Commit to everyone having the right to enjoy their sport in a friendly and positive environment, free of harassment and intimidation and abuse. All OHF members have a responsibility to oppose discriminatory behaviour and promote equality in opportunity
- Deal with any incidence of discriminatory behaviour seriously, according to Federation’s disciplinary guidelines and grievance procedures. These dealings should be transparent and consistent

- Help new members feel like they belong, by introducing them to other members and making them feel welcome.
- Ensure that where young people are participating, that equal learning opportunities and playing time are put ahead of winning.

## **REVIEW AND EVALUATION OF POLICY**

This documentation will be evaluated annually to ensure quality, best practice, consistency, efficiency and effectiveness in the service delivery of this policy.