



INCLUSION AND DIVERSITY POLICY

Inclusion and Diversity

Victorian Code of Conduct for Community Sport Volunteers

Inclusion and Diversity

Social inclusion is about making sure everyone is 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, gender identity, sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated.

TEM values and embraces diversity and considers a mix of human differences is essential to our organisation's growth and development. We understand the contribution that a wider range of skills, knowledge and experience will bring to our hockey club. New ideas, innovation, creativity, problem solving, continuous improvement processes will be enhanced by groups of people with different ideas working together.

TEM actively supports Hockey Victoria's activities and initiatives and celebrates LGBTIQ+ diversity, inclusion, and pride in Victorian Hockey through the previously much-loved Fair Go, Sport initiatives with the Victorian Equal Opportunities and Human Rights Commission, and more recently the annual Pride Cup Round with Pride Cup Australia.

HV and TEM recognises the importance of engaging a diverse community in growing participation, as well as valuing inclusivity and understanding the social responsibilities sport has in providing opportunities for all. We are committed to changing attitudes, promoting positive language, and policies that contribute to ensuring LGBTIQ+ people feel welcome, comfortable, and recognised in today's game.

TEM has zero-tolerance for any form of bullying, harassment, and/or vilification towards people with diverse sexuality and/or genders. This includes forms of homophobia, biphobia, and/or transphobia.

Click here for more information on this policy from the Hockey Victoria website:

<https://www.hockeyvictoria.org.au/info-hub/lgbtiq-inclusion/>

<https://www.hockeyvictoria.org.au/info-hub/inclusion-policy/>

Victorian Code of Conduct for Community Sport

Every spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport, should work to ensure:

- inclusion of every person regardless of their age, gender or sexual orientation

- inclusion of every person regardless of their race, culture or religion
- opportunities for people of all abilities to participate in the sport and develop to their full potential
- respect is shown towards others, the club and the broader community
- a safe and inclusive environment for all
- elimination of violent and abusive behaviour
- protection from sexual harassment or intimidation.

This Code applies to community sport, training and club sanctioned activities.

Under the Code of Conduct, which was developed with Victoria's peak sporting associations, breaches will include:

- Violent, abusive behaviour or vilification of any kind towards another person;
- Discrimination against another person based on their age, gender, sexual orientation, race, culture, religion or any other irrelevant personal characteristic;
- Sexual harassment or intimidation of another person;
- Victimisation of another person for exercising their rights through the Code; and
- A failure to maintain a safe environment.

Volunteers

TEM relies on the support of its significant number of unpaid volunteers to carry out its work. This means that we must value the contribution of its volunteers highly and ensure that all volunteers are treated with respect and gratitude for their contribution.

To do this TEM will ensure that our volunteers:

- have work that is safe, significant, fulfilling, and manageable
- are provided with clear guidance as to what is required of them in carrying out their duties
- provided with the training and support required to be capable of fulfilling their functions adequately
- are provided with appropriate supervision and support
- are supported in their efforts to increase their skills especially as they relate to coaching, umpiring or officiating.

Additional Resource:

Hockey Victoria Inclusion Policy

<https://cdn.revolutionise.com.au/cups/vichockey/files/osvynyhnnhvso5r5.pdf>

Pip Dudley

TEM Inclusion Ambassador

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