



Disability Policy

Effective from
01/07/04



PREFACE

Calisthenics is a unique sport offering the opportunity to perform and move to music. It provides much joy and fulfilment for many people, but sadly over its history, has focused mainly on able bodied participants. In doing so, it denies 19% of our population who have disabilities, the benefits of this sport.

With a little adjustment and rethinking, we can accommodate participants with disabilities, and this policy provides a framework covering discrimination legislation, adjudication and pupil skills issues, club management, competition and coaching considerations.

Lynne Hayward
President

CONTENTS

PART I – INTRODUCTION	1
1. What is the purpose of this Policy?.....	1
2. Who does this Policy apply to?	1
3. What is the status of this Policy?	1
4. What do words in this Policy mean?.....	1
5. Responsibilities under the Policy	1
6. Rationale	2
7. Position statement.....	2
PART II - GUIDING PRINCIPLES	2
8. ACF Committee of Management.....	2
9. Club management	3
10. Coaching.....	3
11. Calisthenics skills program.....	3
12. Adjudication	3
13. Competition management	4
ATTACHMENT A - POLICY DEFINITIONS	5

PART I – INTRODUCTION

This part sets out the purpose of this Policy, who it applies to, when it commences, what words mean and who has responsibilities under the Policy.

1. WHAT IS THE PURPOSE OF THIS POLICY?

- 1.1 The purpose of this policy is to provide a position statement with regard to the inclusion of people with disabilities within the sport of calisthenics. It is important for the ACF to take a leadership role in supporting and encouraging a membership base in which diversity is recognised, respected and valued. In addition, the policy also seeks to ensure that our members don't undertake any practices that discriminate against people with disabilities.

2. WHO DOES THIS POLICY APPLY TO?

- 2.1 This Policy applies to the following organisations and individuals:
- (a) Member States;
 - (b) Affiliated Clubs

3. WHAT IS THE STATUS OF THIS POLICY?

- 3.1 This Policy is issued by the ACF council under rule 19(3) of the ACF Constitution.
- 3.2 This Policy comes into force on 1 July 2004.
- 3.3 This Policy may be changed from time to time by the ACF council.

4. WHAT DO WORDS IN THIS POLICY MEAN?

- 4.1 In this Policy, words appearing with a capital shall have the meaning set out in Attachment A and Attachment A will form part of this Policy. Other definitions of a general nature can also be found in Attachment A.

5. RESPONSIBILITIES UNDER THE POLICY

- 5.1 ACF and Member States must:
- (a) adopt and comply with this Policy;
 - (b) publish, distribute and promote this Policy (and any amendments made to it from time to time) to their members in the manner required by ACF and make this Policy available for inspection, or provide a copy;
- 5.2 Affiliated Clubs must:
- (a) adopt and comply with this Policy;
 - (b) publish, distribute and promote this Policy (and any amendments made to it from time to time) to their members in the manner required by ACF and make this Policy available for inspection, or provide a copy; and

- (c) make such amendments to their constitution, rules or by laws in order for this Policy to be enforceable, as required by ACF.

6. RATIONALE

- 6.1 People with a disability currently represent 19 per cent of the Australian population. Therefore promoting and encouraging the participation of people with disabilities in our sport will help create a more diverse and active membership base that recognises the added value that people with a disability can bring.
- 6.2 Athletes with a disability have the same needs as athletes without a disability. They need good coaching, easy access to facilities, peer support, comparable competition opportunities and efficient administrative systems that support their participation. However, athletes with a disability have traditionally been disadvantaged when it comes to accessing a comparable level of support available to athletes without a disability. Largely, this is because sport has been delivered by people without a disability to people without a disability. Sport for disabled participants was traditionally regarded as separate to the mainstream system. It is now widely recognised that sport that includes people with a disability is not separate from, but is an important part of, mainstream sport.¹

7. POSITION STATEMENT

- 7.1 The Australian Calisthenic Federation aims to actively encourage and support the participation of people with a disability in the sport of calisthenics. This should be done in a way that is meaningful to the person and is the same as other participants within the recreational and sporting environment.
- 7.2 The ACF, through its coaching, adjudication, calisthenic skills, competition and officials programs, will aim to provide support and skills training to enhance the person's participation in all aspects of the sport of calisthenics.
- 7.3 The ACF aims to ensure that all of its policies, procedures and practices in supporting people with a disability recognise the person's individual abilities, competencies and contributions.
- 7.4 The ACF and its members are bound by this policy and as such will at all times encourage and promote the acceptance of diversity amongst its participant base. This includes encouraging the participation of people with disabilities and ensuring that our coaching, adjudication, examiner, competition and management programs educate our members with regard to people with disabilities.

PART II - GUIDING PRINCIPLES

8. ACF COMMITTEE OF MANAGEMENT

- 8.1 The ACF Committee of Management has responsibility to develop and regularly review the ACF policy in regard to the inclusion of people with disabilities in calisthenics.

¹ Australian Sports Commission, Project Connect, 2003.

- 8.2 ACF Committee of Management members will be aware of and abide by the requirements of the Disability Discrimination Act 1992 (Commonwealth) in the development of policies and procedures on behalf of the Federation.

9. CLUB MANAGEMENT

- 9.1 Calisthenic clubs have a responsibility to be accepting of people with disabilities and should at all times provide a welcoming and encouraging response to interested persons.
- 9.2 Whether the club is recreational or competitive, it is important that all people with a disability have the same access to the social and competitive elements of calisthenics.
- 9.3 Some modification to the environment may occasionally be required to enhance the participation of a person with a disability. It is the responsibility of club administrators to support and assist coaching staff in the modification of the environment and coaching programs to maximise the inclusion of participants with disabilities.

10. COACHING

- 10.1 It is the responsibility of the ACF to ensure all coach education programs provide coaches with adequate skills, knowledge and understanding to respond to a diverse participant base. Coach education programs will ensure that coaches are able to respond and provide a diverse range of activities, choreography, or skill practice sessions to maximise the inclusion and enjoyment for all participants.
- 10.2 The 'Coaching Participants with Disabilities' module will be offered annually as part of the Level One update program. This module will provide increased information to coaches and promote the inclusion of participants with disabilities.

11. CALISTHENICS SKILLS PROGRAM

- 11.1 The calisthenics skills program will be available equally to all participants within the sport. Participants are encouraged to use this program as a vehicle to improve their skill and technical expertise.
- 11.2 The Examiners Program will provide opportunities for examiners to develop knowledge, confidence and skills in examining participants with disabilities.
- 11.3 When necessary, adjustments can be made to examination procedures to ensure equitable access to the skills program for all participants.
- 11.4 No adjustments to the Skills program can be made without the permission and approval of the EAB.

12. ADJUDICATION

- 12.1 Adjudicators will at all times respect difference and diversity amongst competitors.
- 12.2 Adjudicators will apply standard calisthenic officiating practices, which will ensure the safety and well being of all competitors.

- 12.3 Adjudicators recognise and accept that particular adjustments may be necessary to ensure competitors with a disability are given the same opportunities as others to participate in competitive calisthenics. Such adjustments may include provisions for alterations to music volumes, lighting, modified equipment and adjustments to backstage areas to ensure physical access and safety at all times. Such adjustments will be in accordance with Rule 14 of ACF National Rules.
- 12.4 The Adjudicators' Accreditation Program will provide opportunities for adjudicators to develop knowledge, confidence and skills in adjudicating competitors with disabilities.

13. COMPETITION MANAGEMENT

- 13.1 Competition venues should enable the participation of all competitors equally.
- 13.2 Competition committees recognise and accept that particular adjustments may be necessary to ensure competitors with a disability are given the same opportunities as others to participate in competitive calisthenics. Such adjustments may include provisions for alterations to music volumes, lighting, modified equipment and adjustments to backstage areas to ensure physical access and safety at all times. Such adjustments will be in accordance with Rule 14 of ACF National Rules.
- 13.3 Where competition committees have made adjustments in accordance with Rule ACF National Rules, the adjudicators will be advised of such adjustments.

ATTACHMENT A - POLICY DEFINITIONS

“Accessibility standards” are defined as those standards that guide physical access and access to information for people with disabilities.

“ACF” means the Australian Calisthenic Federation Inc, the national governing body for calisthenics in Australia.

“ACF Constitution” means the constitution of ACF as amended from time to time.

“Affiliated Club” means a club (whether incorporated, unincorporated or otherwise) which is a member of a Member State.

“Affiliated Bodies” is any accredited Calisthenic State and Territories parent body.

“Calisthenic Participants” any person involved in calisthenic activities at any level as a participant, coach, adjudicator, administrator, official, parent or volunteer.

“Committee” is any special purpose groups established by the Australian Calisthenics Federation Inc. (ACF) to carry out specific duties. The committees may vary from time to time according to need. They are currently known as:

ADJUDUCATORS ADVISORY BOARD (AAB)

AUSTRALIAN CALISTHENIC FEDERATION COACHING COMMITTEE (ACFCC)

AUSTRALIAN CALISTHENIC FEDERATION EXAMINERS ADVISORY BOARD (EAB)

“Disability”²

According to the *Disability Discrimination Act 1992*, (Commonwealth) disability is defined broadly to include:

- Total or partial loss of a person’s bodily or mental functions;
- Total or partial loss of a part of the body;
- The presence in the body of organisms capable of causing disease or illness;
- The malfunction, malformation or disfigurement of a part of a person’s body;
- A disorder or malfunction that results in a person learning differently from a person without the disorder or malfunction;
- A disorder, illness or disease that affects a person’s thought processes, perception of reality, emotions or judgement or that results in disturbed behaviour.

It covers disability that presently exists, previously existed but no longer exists, may exist in the future or is imparted to a person even if the person does not have a disability.

However, the definitions used for the *disability discrimination act* are dated. They were originally based on the world health organisation’s definitions of impairment, disability and handicap. These definitions were revised by the world health organisation in May 2001 and are now termed the international classification of functioning, disability and health, known as ICF.

² Definition adapted from material provided by the Australian Sports Commission, Project Connect documentation.

The two key purposes of the revised definition of disability are to:

- Provide a common set of terms and descriptions for people with impairments; and
- Broaden the scope and understanding of disability to inform decision makers.

An important aspect of the ICF is that it is not only about people with a disability. It is about all people because it is about health related conditions, body functions and environmental factors.

“Integration” is participating in everyday aspects of life and being recognised as part of the community or a society.

“Inclusion” is defined as having a sense of belonging, having a role, having your rights as a citizen respected and upheld, and being valued for who you are and the contributions you make to society.

“Member State” has the same meaning as in the ACF Constitution.

“Participation” is having a role and sharing in the life of the community. For people with a disability assistance may be necessary to enable participation in community life, to take advantage of educational, recreational, sporting and employment opportunities and to form personal relationships.

“Policy” and **“this Policy”** means this Disability Policy.

“Rights” are defined as a person’s legal and civic entitlements, as well as a person’s right to be respected and valued for who they are, to have the same opportunities as all other members of the community, to have the same responsibilities as all citizens of Australia, to exercise choice and have control over their lives and to have equal access to the range of services that support quality of life.