



Australian
Calisthenic
Federation

Inclusion Policy

**Effective from
6 October 2013**



Australian Government

Australian Sports Commission

PREFACE

Given the importance of sport and the sense of involvement to everyone, we agree that it is of the utmost importance to the calisthenic community that all members, regardless of age, ability, ethnicity, religion, socio-economic status and geographic location have access to the range of opportunities we can provide.

This Policy focuses on providing all members with equal access and opportunity within the sport of calisthenics. We can greatly benefit from working with a diverse range of people and the skills and attributes they bring to the sport. Let's not deny ourselves that opportunity.

This Inclusion Policy replaces the Disability Policy.

Elizabeth Kratzel
President

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PART I - INTRODUCTION

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 within all aspects of the sport of calisthenics. It is important for the Australian Calisthenic Federation (ACF) to take a leadership role in supporting an encouraging a membership base in which diversity is recognised, respected and valued. Inclusiveness embraces such diversity.
- 1.2. In addition, the Policy seeks to ensure that our members don't undertake any practices that discriminate against people on the basis of disability, age, socio economic status, educational attainment, sexual preference, ethnicity, physical features, religion or geographic location.

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 is effective from 6 October 2013.
- 3.3. This Policy may be changed from time to time by the 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, Member States and Member Associations 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
 - (c) 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
- (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. Promoting and encouraging the participation of people from all sections of the community in calisthenics will enable a diverse membership base that recognises and benefits from the value that a diverse range of people can bring.

6.2. Everyone has the right to participate in sport as athletes, coaches, officials, managers, administrators, volunteers and leaders. On an individual level, people can face a number of additional barriers to participation in sport. Individuals and population groups may overtly or covertly face resistance to inclusion. Resistance to inclusion and discrimination can occur on the basis of:

- Age
- Disability
- Family experience
- Employment experience
- Education
- Gender
- Medical background
- Criminal background
- Marital status
- Political belief
- Pregnancy and breastfeeding
- Ethnicity
- Sexual orientation
- Physical features
- Carer or parental status
- Personal association.

6.3. To maximise inclusion participants need to be supported through inclusive and adaptive coaching, access to facilities, peer support, comparable competition opportunities and administrative systems that enable their participation. Sporting bodies should also provide opportunity for people to take on and participate in the full breath of roles within the sporting environment, including non athlete roles.

7. Position Statement

- 7.1. The ACF aims to actively encourage and support the participation of all members of the community in calisthenics. This should be done in a way that is meaningful to the person and is equitable for all participants within the recreational and sporting environment. Abilities will be the focus and not limitations.
- 7.2. The ACF, through its administration, coaching, adjudication, calisthenic skills, competition and officials programs, will aim to provide support and skills training to enhance participation in all aspects of calisthenics.
- 7.3. The ACF aims to ensure that all of its policies, procedures and practices support and recognise an 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 all people and ensuring that our administration, coaching, adjudication, examiner and competition and programs educate our members with regard to the diverse population groups within our community and the barriers to participation that these groups may encounter.

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 all people in calisthenics.
- 8.2. ACF Committee of Management members will be aware of and abide by the requirements of the *Disability Discrimination Act 1992* (Commonwealth) and the *Equal Opportunity Act (2010)* in the development of policies, and procedures and programs on behalf of the Federation.
- 8.3. It is the responsibility of the ACF Committee of Management to ensure that all policies, guidelines, rules and associated programs actively encourage and support participation within calisthenics.

9. Club Management

- 9.1. Calisthenic clubs have a responsibility to be accepting of all people and should at all times provide a welcoming and encouraging response to interested persons. This includes people who are interested in club administration, coaching, volunteer or participant roles.
- 9.2. Whether the club is recreational or competitive, it is important that all people have the same access to the social, administrative 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 disability.

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. Inclusive and adaptive training opportunities will be offered annually for coaches as part of the Level One update program. These training opportunities will provide information to coaches and promote the inclusion of all participants and will provide a specific focus on participants with disability.
- 10.3. It is the responsibility of the ACF to ensure that the coach education program is accessible to all qualified people wishing to obtain coaching accreditation.

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 all participants.
- 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.
- 11.5. It is the responsibility of the ACF to ensure that the examiner program is accessible to all qualified people wishing to obtain examiner accreditation.

12. Adjudication

- 12.1. Adjudicators will apply standard calisthenic officiating practices, which will ensure the safety and wellbeing of all competitors.
- 12.2. A person who has a disability is adjudicated in the same manner as an able bodied person, i.e. on their ability to perform the technical skills they attempt in a routine or teamwork, having provided an environment that allows the person with a disability every opportunity to compete on a level playing field as an able bodied participant.
- 12.3. Adjudicators recognise and accept that particular adjustments may be necessary to ensure all competitors with disabilities are given the same opportunities 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 1.13 of ACF National Rules.
- 12.4. The Adjudicators' Accreditation Program will provide opportunities for adjudicators to develop knowledge, confidence and skills in adjudicating competitors from diverse groups as well as specific knowledge and understanding in relation to people with a disability.
- 12.5. It is the responsibility of the ACF to ensure that the Adjudicators' accreditation program is accessible to all qualified people meeting the entry requirements of the ASCA.

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 all competitors 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 1.13 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.

14. Males

- 14.1. In accordance with the *Equal Opportunity Act 1995*, ACF welcomes and encourages boys up to and including the age of 14 in calisthenics. Pursuant to section 66(1) of the Act, after the age of 14, the Equal Opportunity Commission has deemed that the physical strength, stamina and physique of boys can be such that it provides an unfair advantage compared to that of girls.

15. Breaches to this Policy

- 15.1. Any breaches to this policy can be addressed through the process stipulated in the ACF Member Protection Policy.

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:

- Adjudicators Advisory Board (AAB)
- Australian Calisthenic Federation Coaching Committee (ACFCC)
- Australian Calisthenic Federation Examiners Advisory Board (EAB)

'Disability'¹

According to the *Equal Opportunity Act (2010)*, disability is defined broadly to include:

- (a) total or partial loss of a bodily function or
- (b) the presence in the body of organisms that may cause disease; or
- (c) total or partial loss of a part of the body; or
- (d) malfunction of a part of the body, including:
 - (i) a mental or psychological disease or disorder;
 - (ii) a condition or disorder that results in a person learning more slowly than people who do not have that condition or disorder; or
- (e) malformation or disfigurement of a part of the body

and includes an impairment that may exist in the future (including because of generic predisposition to that impairment) and, to avoid doubt, behaviour that is a symptom or manifestation of an impairment.

'Discrimination' means treating or proposing to treat someone less favourably because of a particular characteristic. The characteristics covered by discrimination laws across Australia are:

- Age
- Disability
- Family responsibilities
- Gender
- Irrelevant medical record

¹ Definition adapted from material provided by the Australian Sports Commission, Project Connect documentation

- Irrelevant criminal record
- Marital status
- Political belief
- Pregnancy and breastfeeding
- Race
- Sex or gender
- Sexual orientation
- Social origin
- Physical features
- Carer or parental status
- Personal association

'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 rights as a citizen respected and upheld, and being valued as an individual and the contributions made to any aspect of calisthenics. It involves the integration of people with varying abilities and backgrounds into calisthenics.

'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 Inclusion 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 Australian citizens to exercise choice and have control over their lives; and to have equal access to the range of services that support quality of life.