



Inclusion Policy

Approved By: Camberwell Lacrosse Club Committee

Date for Review: March 2025

Purpose

This policy was written to demonstrate the strong commitment of the management and volunteers of the *Camberwell Lacrosse Club (the Club)* to social inclusion and making sure that all children and adults are 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 or gender identity. In particular, this policy focusses on the inclusion of women and girls, people from Aboriginal communities, people from culturally and linguistically diverse backgrounds, people from the LGBTIQ+ community and people with a disability in our sport.

Application of this Policy

This policy applies to all individuals involved in our organisation including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Spectators.

Commitment to Inclusion

All members of the Camberwell Lacrosse Club community will, within their areas of responsibility and resources, take all reasonable steps to address barriers which limit people's participation in programs in Lacrosse. Every person will be regarded as an active and contributing participant, regardless of age, race, gender, ability, cultural background, sexuality, religion, socio-economic status, or geographical location and will have access to the range of participation opportunities that the club can provide.

Club members will take all reasonable steps to eliminate discrimination from our structures and practices, encourage people from all areas of the community to be recognised, respected, valued and welcomed, deliver opportunities for training in coaching, officiating and leadership positions and advocate for the creation and maintenance of safe, accessible, inclusive and equitable physical and social environments.

Reviewing this policy

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the Club.