



WAPC

WESTERN AUSTRALIA PARACHUTE COUNCIL

INCLUSION POLICY

DOCUMENT HISTORY

REV	DESCRIPTION	DATE	BY (POSITION)	SECONDED (POSITION)
0	For Use	07/06/2023	Jonh Connolly (Chairperson)	Callum Richardson (Secretary)
A	Draft	27/04/2023	Jonh Connolly (Chairperson)	N/A

Western Australia Parachute Council (WAPC) is committed to creating a welcoming, inclusive and safe environment for all participants, regardless of their age, gender, race, ethnicity, religion, sexual orientation, ability, or any other characteristic. We believe that diversity is a strength and that everyone should have the opportunity to participate in our sport in a positive and supportive way.

WAPC adopts national policies of Australian Parachute Federation and Air Sports Australia Confederation (National Sporting Organisation for Aviation Sports) when available and applicable.

Our inclusion policy is based on the following principles:

1. **Respect and Dignity:** We will treat all participants with respect, dignity, and fairness, and will not tolerate any form of discrimination, harassment, bullying or abuse.
2. **Access and Participation:** We will strive to provide equal access and participation opportunities for all members, regardless of their background or ability. We will work to remove any barriers that may prevent participation in our sport, and will provide reasonable accommodations where necessary.
3. **Education and Awareness:** We will educate our members, volunteers, coaches, officials and stakeholders on the importance of inclusion, diversity and anti-discrimination practices. We will also raise awareness of the issues faced by marginalized groups and work to challenge and address any discriminatory attitudes or behaviours.
4. **Collaboration and Consultation:** We will seek input and feedback from our members, particularly those who are from underrepresented or marginalized groups, and will actively involve them in the development and implementation of our policies and programs.
5. **Continuous Improvement:** We will regularly review and evaluate our policies, practices and programs to ensure they align with our inclusion policy and are effective in promoting diversity, equity and inclusion in our sport.

WAPC is committed to implementing this policy at all levels of our organisation, from the board of directors to the individual members who participate within our state region. We believe that by working together, we can create a more inclusive and welcoming sporting environment for everyone.