

Inclusion Policy

Canoe Tasmania has developed this Inclusion Policy in order to encourage the participation of all groups in the community in our sport regardless of their abilities and to reflect good practice regarding effective inclusion.

Canoe Tasmania and its affiliated clubs are committed to ensure that people of all abilities are able to participate and will endeavor to include anyone regardless of their background, physical capability, or circumstances and to support the needs of all paddlers from a diverse cross-section of the community.

What is Inclusion?

- Inclusion not only covers the more obvious physical barriers to participation by people with disability, but it also extends to less obvious barriers such as: gender, race, religion, age, income, ability, sexual preference, disadvantaged or remote communities.
- It is the process of removing barriers to participation and learning, so that everyone benefits fully from paddling opportunities in whatever capacity required.
- Inclusion embraces diversity.

How does Inclusion Work?

- Inclusion works when there is an understanding that all members of the community have a part to play in the success of the organisation.
- Inclusion can occur across all levels of the organisation, from actual paddling activities, to social events, administration and other mainstream activities within the organisation.
- A feature of a healthy and successful organisation is one that is welcoming and inclusive regardless of age, ability or any of the other barriers already mentioned.

What will Canoe Tasmania do to be Inclusive?

In line with this Inclusion Policy, Canoe Tasmania and its affiliated clubs will make a commitment to the following principals:

- Provide a positive and welcoming environment on all Canoe Tasmania and Club programs.
- Promote Canoe Tasmania to a broader community spectrum (through advertising upcoming courses and programs in a variety of locations and not just through the current paddling community sources).

- Encourage people from all demographics and background to get involved.
- Focus on people's abilities and not their limitations or barriers, and acknowledge there are different aspects of Canoe Tasmania's and it's affiliated clubs Core Business where people can be involved.
- Acknowledge and work on any areas of Canoe Tasmania and its affiliated clubs programs that may need to be adjusted to be more inclusive for participation from a broader cross-section of the community.
- Provide advice, and training on appropriate kayaks, canoes, sit on/in craft for people of all abilities.
- Look at developing specific programs to help target community areas that may not normally have access to Canoeing opportunities.
- Support instructors by providing appropriate information, messages and training if required on expected standards of behavior and awareness of inclusive practices.
- Acknowledge that while some people with specific needs may require assistance in some areas of participation (i.e. people with more limited physical capabilities), their involvement in other areas of competence will not be met with unusual or extraordinary treatment.
- Canoe Tasmania and its affiliated clubs will regard every person as an active and contributing participant.

Given the importance of sport and recreation to all community members, we agree it is of utmost importance to Canoe Tasmania and its affiliated clubs, that all members of the community, regardless of age, sex, race, socio-economic status, physical ability and geographical location have access to the range of opportunities that Canoe Tasmania and its affiliated clubs provide.

Policy Review

This Inclusion Policy will be reviewed on an annual basis to ensure that the policy remains current and practical.

Signed:



Position: Chair – Canoe Tasmania

Date: 29 August 2012