



# BALLAJURA LANDSDALE CRICKET CLUB

## Disability Policy

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### OUR COMMITMENT

The Ballajura Landsdale Cricket Club, referred herein to as “the Club”, welcomes all members of the community, regardless of their abilities. The Club will welcome people with disabilities into our club in both playing and non-playing roles to the greatest extent practical.

The Club participates in the Northern Suburbs Community Cricket Association (NSCCA) and North West Metropolitan Cricket Association (NWMCA) who both recognise that it is unlawful to treat a person with a disability less favourably than a person who does not have a disability (under the same or similar circumstances). Such discrimination is covered by the *Commonwealth Disability Discrimination Act 1992* and the *Equal Opportunity Act 1995*.

Disability covers, however is not limited to, the following:

- Physical
- Intellectual
- Psychiatric
- Sensory
- Neurological or learning difficulties
- Presence in the body or organisms causing disease
- Beneficiaries of workers compensation.

We will endeavour to make our club as accessible as possible, based on our state sports policy on inclusion, the ability of individuals involved in our club, the type and level of competition (e.g., junior versus senior competition and social versus pennant) they want to join and our capacity to make modifications that promote inclusion.

The Club embraces the *Commonwealth Disability Discrimination Act 1992* premise that:

- People with disabilities are part of our diverse communities
- People with disabilities, their families and carers have a right to participate as fully as possible in the life of our communities
- People with disabilities are the primary source of information regarding the physical, social and cultural barriers to their participation in their local community.

The Club will ensure that at all functions and events the following is supplied where possible:

- Clearly defined disabled car parking areas
- Disabled toilet facilities
- Access to canteen facilities
- Access to clubrooms
- Access to the playing oval



- Access to training facilities
- Accessible viewing areas

## **WHAT THE CLUB WILL DO**

Pursuant to our objectives, the committee members of the club are committed to:

- Educate club members, parents and volunteers
- Identify and rectify specific issues within our organisation that can make involvement unnecessarily difficult or complicated for people with disabilities and develop strategies to deal with these issues.
- Put people first, with a focus on what they can do and find out how they want to participate.
- Ask each individual, and their parents should the participant be a junior member, for their advice about what modifications would help them to participate.
- Where possible, make adjustments to our coaching, equipment, rules or playing environment and modifications to club premises (e.g. putting in a ramp).
- Be honest and explain whether certain modifications or adjustments are not currently possible.
- Communicate with people and share club information in appropriate ways and formats.
- Expect all members of our club to accept and welcome people with disability.
- Make sure people of all abilities are included in our club's social activities and are recognised for their contribution and achievement.
- Have strong policies to ensure that people can play sport and participate in our club without discrimination, harassment or bullying.
- Provide information about other options for participation outside our club; for example, letting people know about sports that are primarily or only for people with disability, or clubs where major modifications have been made to increase opportunities for participation.

## **WHAT WE ASK YOU TO DO**

Should you have a disability, or have a friend with a disability, it is important and we encourage you communicate with the Club and:

- Inform us what we can do to help include you in our club
- Understand that we will do our best to make any necessary adjustments or modifications
- Talk to us should you have any concerns or ideas to help us make our club more inclusive.

## **TIMING**

This policy was first passed by the Club's Executive Committee on 30 July 2019 and amended on 24 July 2021, and will take effect from 30 August 2021.