

## CGCUA INCLUSION POLICY

### INTRODUCTION

The CGCUA is committed to being an inclusive organisation, where everyone has the opportunity to participate at a level appropriate to their ability. Participation in cricket has the power to unite communities, empower individuals and breakdown barriers. All individuals will be treated equally, with dignity and respect to ensure that all people experience a safe and inclusive cricket environment.

### PURPOSE

The CGCUA inclusion policy aims to set a standard of equality and diversity within CGCUA and its affiliates. It aims to promote principals of equality and ensure respect and diversity is intrinsic to cricket culture.

### SCOPE

This policy applies to CGCUA's executive management team and all CGCUA umpires and volunteers.

### POLICY STATEMENT

CGCUA will endeavour to promote equality and diversity within all areas of the CGCUA umpiring. This will include but will not be limited to the promotion of cricket and cricket umpiring to communities such as;

- Culturally and linguistically diverse (CALD)
- Indigenous
- Individuals with a disability

In addition to the promotion of cricket umpiring, CGCUA commits to ensuring the executive management team, umpires and volunteers are educated in diversity, access and equity awareness and that CGCUA policies and practises are reviewed regularly to ensure they meet the needs of the Gold Coast (& Queensland) cricket community more broadly.

## OBJECTIVE

CGCUA's inclusion policy will benefit the organisation and will result in the following outcomes;

- Increase cricket umpiring participation and CGCUA membership
- A focus on equal outcomes for all members of the CGCUA community.
- A more inclusive cricket culture – this means the inclusion of every person regardless of their age, gender, sexual orientation, race, culture or religion.
- Opportunities for people of all abilities to participate in the sport and develop to their full potential.
- Respect is shown towards others, the club and the broader community.
- A safe and inclusive environment for all.
- Elimination of violent and abusive behaviour.
- Protection from sexual harassment or intimidation.

This Code applies to match day, training, meetings and club sanctioned activities.