


Board Diversity Policy		Approval Date:	11/06/19
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		Version No:	1
President:	Monica Fly		
Vice-President:	Nicole Reyes		

Purpose

The purpose of this policy is to demonstrate **MelAm Diving Club's** commitment to and value for diversity and inclusion across all levels of the organisation. The policy also articulates **MelAm Diving Club's** responsibility and commitment to supporting member clubs to be inclusive, value diversity and be free of discrimination. It is **MelAm Diving Club's** intention that all members are treated fairly and with respect and that no one is denied access through discrimination.

Policy Statements

- **MelAm Diving Club** is committed to and values diversity and inclusion at all levels of the organisation and will support affiliated member clubs to do likewise
- **MelAm Diving Club** is committed to ensuring that all members are treated fairly and with respect and that no one is denied access through discrimination
- **MelAm Diving Club** is committed to equal opportunity for people to participate in Springboard and Platform diving and promotes equitable access for participation in Club activities
- **MelAm Diving Club** does not tolerate discriminatory or oppressive behaviour of any kind and will enforce disciplinary action in response to any behaviour deemed as such
- **MelAm Diving Club** maintains policies and procedures to ensure equal opportunity and to eradicate discrimination, harassment, vilification, abuse and actions of intolerance
- In recruiting for Board Members, **MelAm Diving Club** will actively seek diverse membership which is reflective of our local community. This includes the inclusion of women, men, people from culturally and linguistically diverse backgrounds, people with varying abilities and viewpoints
- **MelAm Diving Club** is committed to taking positive action where inequalities exist and the development of a program of on-going training and awareness in order to promote diversity in our sport
- **MelAm Diving Club** may wish to establish self - imposed quotas or benchmarks for Board Representation e.g. 20% Board Members are women and include specific statements