



DIVERSITY and INCLUSION POLICY

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Person responsible for review:	Business Manager

Diversity Policy

Purpose

At Sports Focus, we are committed to a culture that embraces and fosters diversity and inclusion. Diversity may result from a range of factors; origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors. We value the differences between all individuals and the contribution these differences make to our business.

We will actively manage diversity by finding ways of utilising the differences that exist in order to improve our business. This requires that we actively and flexibly seek to accommodate the unique needs of many different employees, contractors and volunteers. Above all, we are committed to ensuring that all employees, contractors and volunteers are treated with respect and dignity.

This policy should be read together with the 'Respect in the Workplace' and 'Workplace Bullying and Violence Prevention' policies.

Scope

This Diversity policy applies to all employees, contractors and volunteers of Sports Focus. To ensure compliance to this Policy that includes all ongoing and temporary employees, agency staff, contractors, consultants, board directors, trainees and students on work experience.

The responsibility to behave in a respectful way towards others extends not only to employees, but also to all people with whom Sports Focus deals with members, visitors and third parties.

What is expected of all Employees?

It is the responsibility of all employees to create an environment where:

- There is tolerance of difference. All employees have the right to be treated fairly and with respect and dignity.

- The ability to contribute and access opportunities is based on merit. Sports Focus will adopt and actively encourage practices and procedures that enable all employees, contractors and volunteers to contribute to the best of their ability.
- Inappropriate attitudes or behaviours are confronted. Sports Focus will treat seriously any instance of inappropriate behaviour and confront attitudes based on inappropriate stereotypes. All employees, contractors and volunteers must take responsibility for reporting breaches of this policy, and should themselves act in accordance with its spirit.

Valuing Diversity in Employment/Engagement:

Sports Focus will provide equal opportunity in respect to all aspects of employment and employment conditions, including:

- recruitment and selection;
- training;
- career advancement; and
- support.

Diversity benefits individuals, work teams and Sports Focus as a whole, including our external stakeholders. We recognise that each individual employee, contractor and volunteer brings their own unique capabilities, experiences and characteristics to their work.

Sports Focus is committed to supporting employees, contractors and volunteers across all positions and/or roles in the achievement of a diverse workplace.

For further information on this policy please contact the Sports Focus Business Manager.