

# BWA Disability Inclusion Policy



## OUR COMMITMENT

Baseball WA is committed to fostering an inclusive and accessible environment that enables people with disabilities to participate fully in all aspects of baseball, from grassroots participation through to elite levels. This commitment extends to playing, coaching, officiating, and volunteer roles within the sport.

We aim to ensure that all individuals, regardless of their abilities, have the opportunity to engage in and enjoy baseball in a safe, equitable, and supportive environment.

## OUR PURPOSE

This policy outlines Baseball WA's dedication to:

- Promoting inclusivity for all individuals with disabilities in baseball.
- Removing barriers to participation and fostering a supportive environment for athletes, volunteers, and staff.
- Ensuring compliance with relevant laws and best practices regarding disability inclusion.

## OUR STRATEGY

Baseball WA will achieve this by:

### Equal Access and Opportunity

- Providing people with disabilities the same opportunities to participate in all facets of baseball, including both playing and non-playing roles, from grassroots to elite levels.
- Ensuring that all baseball activities, programs, services, and facilities are fully accessible and inclusive, consistent with the Australian Disability Discrimination Act 1992 and other applicable standards.

### Anti-Discrimination Commitment

- Taking all reasonable and necessary steps to identify, prevent, and eliminate unlawful discrimination in all its activities. This includes direct, indirect, and systemic discrimination.
- Ensuring that all baseball-related structures and practices do not create barriers for people with disabilities and will take proactive measures to eliminate any discrimination, whether conscious or unconscious.

### Reasonable Adjustments

- Making reasonable adjustments where necessary to enable people with disabilities to participate in baseball. This may include modifying playing conditions, offering support services, or adjusting facilities as required.
- Work with athletes with disabilities to identify the appropriate adjustments needed to ensure that they can participate fully and equitably in all aspects of baseball.



## **Inclusive Environment**

- Ensuring that all employees, volunteers, and stakeholders are provided with appropriate education and training regarding disability inclusion, fostering an inclusive, respectful, and welcoming culture across the sport.
- Striving to create physical, social, and virtual environments that are fully accessible, ensuring that people with disabilities can participate in a manner that supports their needs and enhances their experience.

## **Consultation and Collaboration**

- Recognising that people with disabilities are the experts on their own needs. We will consult with people with disabilities and disability advocacy groups where possible to ensure that policies, programs, and facilities are inclusive and meet the diverse needs of participants.
- Collaborating with relevant disability sports organisations and other stakeholders to strengthen opportunities for inclusion and share best practices.

## **Responsibility of Participants**

- Individuals with disabilities seeking to participate in baseball are encouraged to provide timely and accurate information regarding any required support or adjustments.
- Creating expectations of all players, coaches, officials, volunteers, and staff to engage respectfully with participants with disabilities and to support an inclusive environment where all people can thrive.

## **Accountability and Reporting**

- Establishing clear processes for monitoring and reporting on the implementation of this policy. Progress and outcomes will be documented.

## **OUR IMPLEMENTATION PLAN**

Baseball WA will:

- Allocate resources to ensure that all programs, services, and activities are accessible.
- Provide staff training and support to ensure that all employees and volunteers understand their responsibilities in implementing this policy.
- If appropriate, partner with local disability advocacy groups, community organisations, and sporting bodies to share knowledge and resources for improving disability inclusion within the sport.

## **BREACHES OF THIS POLICY**

Baseball WA takes any breach of this policy seriously. Breaches may include discriminatory conduct, failure to provide reasonable adjustments, or disrespectful behaviour toward individuals with disabilities.

All employees, volunteers, participants, and members are expected to report any suspected breaches. Members and volunteers should report suspected breaches to their respective Club Executive Committee or the relevant Program or Competition Manager. Employees should report to the CEO of Baseball WA.

Disciplinary action may be taken in response to a breach and may include dismissal for employees, or suspension or removal from a program and/or competition for players, coaches, officials, and volunteers.



## DEFINITIONS

Word Term	Definition
<b>Disability</b>	A disability is any condition that impairs a person's physical, mental, sensory, or cognitive function. This includes, but is not limited to, physical impairments, intellectual disabilities, sensory disabilities (such as vision or hearing impairments), and mental health conditions. Disabilities may be temporary, permanent, or episodic in nature.
<b>Disability Inclusion</b>	Disability inclusion refers to the practice of ensuring that people with disabilities are actively involved in all areas of activity, are treated with dignity and respect, and have equal opportunities to participate in programs, services, and events.
<b>Reasonable Adjustments</b>	Reasonable adjustments are changes made to a process, activity, or environment to allow people with disabilities to participate on an equal basis with others. Adjustments may involve altering physical environments, modifying policies, or providing additional support or services.
<b>Direct Discrimination</b>	Direct discrimination occurs when a person is treated unfairly or less favourably because of their disability, compared to how others without a disability would be treated in the same situation.
<b>Indirect Discrimination</b>	Indirect discrimination refers to situations where a policy, practice, or condition that applies to everyone has a disproportionate negative impact on people with disabilities. This may occur unintentionally or without recognition of the impact on people with disabilities.
<b>Systemic Discrimination</b>	Systemic discrimination refers to widespread patterns of inequality embedded within an organisation's policies, structures, practices, or cultural norms that disadvantage people with disabilities. This form of discrimination is often unintentional but can perpetuate barriers to full participation.

## RELATED DOCUMENTS

Document	Link
Disability Discrimination Act 1992	<a href="#">Disability Discrimination Act 1992 - Federal Register of Legislation</a>
Australian Human Rights Commission Act 1986	<a href="#">AUSTRALIAN HUMAN RIGHTS COMMISSION ACT 1986</a>
The Fair Work Act 2009	<a href="#">FAIR WORK ACT 2009</a>
The Australian Sports Commission Act 1989	<a href="#">AUSTRALIAN SPORTS COMMISSION ACT 1989</a>
Work Health and Safety Act 2020 (WA)	<a href="#">WALW - Work Health and Safety Act 2020 - Home Page</a>
Baseball Australia Disability Inclusion Policy	<a href="https://staging.cms.baseball.com.au/app/uploads/2019/07/Disability-and-Inclusion.pdf">https://staging.cms.baseball.com.au/app/uploads/2019/07/Disability-and-Inclusion.pdf</a>