



Victorian Soaring Association Inclusion and Diversity Policy

The Victorian Soaring Association values diversity and welcomes all members of the community.

We are committed to making Victorian clubs as inclusive as possible, and encourage participation by people of all abilities, ages, backgrounds and identities.

The VSA:

- Value the diversity of our member clubs
- Respect the rights, dignity and worth of every person
- Treat everyone equally, regardless of age, gender, race, culture, ability, religious belief, sexual orientation or social / economic status
- Recognise the role every person plays to make each and every club a success. Success is not only measured by flying results, but by the culture and atmosphere of the club
- Behave in a way that actively encourages and supports participation by all
- Help new members feel like they belong, by introducing them to other members and showing them around their respective clubs

Our committee and leadership group will:

- Role model inclusive and respectful behaviour
- Ensure a diverse range of people are involved in key leadership roles in the association and at member clubs, including on committees, instructing, coaching and officiating positions, and in other decision-making roles
- Offer everyone fair and equal access to club facilities, equipment and other resources
- Showcase and celebrate the diversity of our members in our posters, promotional materials, social media and online presence
- Regularly review our association's policies and practices to ensure they support diversity and inclusion
- Ensure everyone is able to enjoy the sport of gliding in a friendly and positive environment, free of harassment and intimidation and abuse.
- Take any discriminatory behaviour or behaviour that does not align with the [Fair Play Code](#) seriously, and respond to it according to the Victorian Soaring Association and the Gliding Federation of Australia Member Protection Policies
- Implement consistent and transparent procedures for dealing with any grievances

If you have any questions about inclusion and diversity at your club, please contact:

VSA Member Protection Officer - email: alfmcm+MPIO@gmail.com

VSA President – email: president@gliding.asn.au