



Equity and Inclusiveness Policy

Trilogy Gymnastics

1. Purpose

TRilogy Gymnastics is committed to providing a safe, welcoming, and inclusive environment where all participants are treated with dignity, respect, and fairness. This policy outlines the club's commitment to equity, inclusiveness, and equal opportunity in all aspects of participation.

2. Scope

This policy applies to:

All gymnasts (recreational and competitive)

Parents and guardians

Coaches, staff, and volunteers

All training sessions, competitions, events, and club activities

3. Commitment to Equity and Inclusion

The club is committed to:

Providing equal access to participation opportunities

Treating all individuals fairly and without discrimination

Valuing diversity and individual differences

Creating an environment free from harassment, bullying, and exclusion

4. Protected Attributes

Discrimination or exclusion will not be tolerated on the basis of:

Age

Gender or gender identity

Sexual orientation

Cultural or linguistic background

Disability or additional needs

Religion

Socio-economic background

Family structure

Any other characteristic protected by law

5. Inclusive Practices

TRilogy Gymnastics will:

Make reasonable adjustments to support participation where possible

Provide clear communication and accessible information

Consider individual needs in training environments

Promote respectful language and behaviour

Encourage positive role modelling by coaches and staff

6. Access and Participation

Participation is encouraged at all levels based on ability, safety, and readiness

Selection decisions for squads or competitions will be made fairly and transparently

Financial or logistical barriers will be considered where support options are available

7. Disability and Additional Needs

The club welcomes gymnasts with disabilities and additional needs

Participation will be supported through reasonable adjustments where safe and appropriate

Families are encouraged to discuss support needs with the club prior to enrolment

8. Cultural Safety

The club recognises and respects cultural diversity and will:

Promote culturally safe and respectful environments

Acknowledge different cultural practices and celebrations where appropriate

Ensure communication is inclusive and respectful

9. Responsibilities

Club Management

Promote and support equity and inclusiveness across all programs

Address concerns promptly and fairly

Coaches and Staff

Treat all gymnasts with respect and fairness

Use inclusive coaching practices

Challenge discriminatory or exclusionary behaviour

Athletes and Families

Treat others with respect

Support an inclusive club culture

Comply with club policies and Codes of Conduct

10. Complaints and Breaches

Any concerns relating to discrimination or exclusion should be reported in line with the club's Complaints Policy

Breaches of this policy may result in disciplinary action

11. Policy Review

This policy will be reviewed:

Annually

In line with legislative or regulatory changes

As part of the club's ongoing commitment to best practice