



**AUSCYCLING**

**INCLUSION POLICY  
STATEMENT**

Version 1.0 | 19 October 2020

<b>Document Owner</b>	CEO	<b>Adopted/ Approved by</b>	CEO group
<b>Controlled Document No./ CM Reference</b>	AC_MAN_007	<b>Date</b>	12/10/2020
<b>Update Date</b>	19/10/2020	<b>Updated by</b>	Denise Cox
<b>Update Description</b>	Document created		

## 1. Introduction

The following policy statement is consistent with AusCycling's commitment to providing opportunities for all members of the community to engage in all disciplines of cycling. AusCycling will take a leadership role in acknowledging the diverse nature of our community and choosing to include people from all diverse backgrounds.

Diversity exists – Inclusion is a choice.

## 2. Policy Statement

As the peak body for the activity of cycling in Australia, AusCycling welcomes members from all sectors of the community and expects affiliated clubs and members to do the same. At times and in all situations, AusCycling will take reasonable steps to identify and eliminate unlawful direct, indirect and systematic discrimination from structures and practices and ensure that all members are afforded reasonable opportunity to participate in and gain access to AusCycling programs and services. All employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove barriers that exist to programs and services, and the physical, social and virtual environment.

### People with a disability

Where possible we will include people with a disability in AusCycling delivered programs and services. We will make reasonable adaptations to enable participation.

### People from diverse culture

We will support and respect people from diverse cultures and religions to become members and participate in AusCycling delivered programs and services, and where possible will accommodate requests for flexibility.

### Sexual and gender identity

All people regardless of their sexuality are welcome as members of AusCycling and to participate in AusCycling delivered programs and services. We strive to provide a safe environment for participation and will take action over any homophobic behaviour.

## 3. Review

This policy statement will be regularly evaluated and revised to maintain continuous improvement at AusCycling.

END

**LET'S RIDE TOGETHER**