



The purpose of this policy is to demonstrate **Bolton Family Karate's** commitment to and value for diversity and inclusion across all levels of the organisation. The policy also articulates **Bolton Family Karate's** responsibility and commitment to supporting member clubs to be inclusive, value diversity and be free of discrimination. It is **Bolton Family Karate's** intention that all members are treated fairly and with respect and that no one is denied access through discrimination.

#### *Policy Statements*

- Bolton Family Karate is committed to and values diversity and inclusion at all levels of the organisation and will support affiliated member clubs to do likewise
- Bolton Family Karate is committed to ensuring that all members are treated fairly and with respect and that no one is denied access through discrimination
- Bolton Family Karate is committed to equal opportunity for people to participate in the sport and promotes equitable access for participation in Club activities
- Bolton Family Karate does not tolerate discriminatory or oppressive behaviour of any kind and will enforce disciplinary action in response to any behaviour deemed as such
- Bolton Family Karate maintains policies and procedures to ensure equal opportunity and to eradicate discrimination, harassment, vilification, abuse and actions of intolerance
- In recruiting for Board Members, Bolton Family Karate will actively seek diverse membership which is reflective of our local community. This includes the inclusion of women, men, people from culturally and linguistically diverse backgrounds, people with varying abilities and viewpoints
- Bolton Family Karate is committed to taking positive action where inequalities exist and the development of a program of on-going training and awareness in order to promote diversity in our sport

- In seeking for diversity within all aspects of the sport, Bolton Family Karate is committed to providing relevant training to its Board Members, staff, club representatives e.g. Disability Awareness Training. Cultural Awareness Training
- **The association / league may wish to establish self - imposed quotas or benchmarks for Board Representation e.g. 20% Board Members are women and include specific statements**

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