



## **POLICY – DIVERSITY AND INCLUSION**

For the past century Synchronised (Artistic) Swimming has predominantly been a women's sport, with the Olympic games only featuring women's duet and team events. In many ways its strength has been that it has provided opportunities for female athletes, unavailable to them in other sports,

With growing interest from male athletes, there are now more opportunities for men and boys to participate in artistic swimming. International, national and regional competitions may allow men to compete and in 2015 FINA introduced a mixed duet competition at the World Aquatics Championships.

Currently, it is implicit in the descriptions of events within Artistic Swimming that competitive formats are female-only, unless otherwise specified. SynchroWA is committed to ensure that swimmers who wish to do artistic swimming can pursue that ambition, within the practicalities of fairness for all.

### **Our commitment**

- SynchroWA is committed to the principles and practice of equality of opportunity in all its functions: as an employer, membership organisation, awarding body, in its training and development of athletes and coaches; involvement with officials and administrators and as a facilitator of the aquatic disciplines by all its members. It is responsible for ensuring that no job applicant, swimmer, employee, volunteer, member, service user or person within its jurisdiction is unlawfully discriminated against because of age, gender, disability, marital status, pregnancy and maternity, race, religion or belief, sexual orientation or any other irrelevant characteristic.
- SynchroWA considers artistic swimming should be made accessible to everyone to the greatest extent possible.
- SynchroWA is governed by State and Commonwealth anti-discrimination legislation, including the *WA Equal Opportunity Act 1984*

(EOA), the Commonwealth *Racial Discrimination Act 1975*, the *Disability Discrimination Act 1992*, the *Sex Discrimination Act 1984*, the *Age Discrimination Act 2004*, and the Human Rights and Equal Opportunity Commission Act 1986.

- SynchroWA retains the right to exercise judgement in the instance of people 12 years of age or older who can lawfully be excluded from a competitive sporting activity if the restriction is considered reasonable, having regard to the strength, stamina or physique requirements of the activity.
- These exemptions may apply only to swimmers. None of the discrimination exemptions apply to people who wish to be coaches, officials or sport administrators.
- SynchroWA will consider all reasonable requests for adjustments to our practices to ensure people with disability can participate more fully in our sport.
- SynchroWA is committed to providing a safe environment for participation. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, and other personnel while attending a competition or event will not be tolerated.
- SynchroWA regards discrimination, harassment, bullying or victimisation as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any person involved in SynchroWA activities who unlawfully discriminates against, harasses, bullies or victimises any other person. These expectation and measures are outlined in Synchro WA's Codes of Conduct, Spectator policy and Behaviour policy.
- SynchroWA aims to build a culture that values meritocracy, openness, fairness, respect and transparency.
- To that end, all employees, coaches, volunteers, participants, members, suppliers and contractors, whether permanent or temporary, are responsible for the promotion and advancement of this policy.