

# **Equal Opportunity Policy for NSWAFUA Sydney Umpires**

## **1. Purpose**

The NSWAFUA is committed to fostering an inclusive environment where all individuals have equal access to opportunities and resources. This policy outlines our dedication to providing a volunteer environment free from discrimination and ensuring that all volunteers, applicants, and stakeholders are treated fairly and with respect.

## **2. Scope**

This policy applies to all committee members, paid members, Life Members and Associate Members associated with NSWAFUA.

## **3. Policy Statement**

NSWAFUA is an equal opportunity organisation. We are committed to providing equal opportunities to all individuals regardless of race, colour, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, or any other characteristic protected by applicable laws.

## **4. Implementation**

### **4.1 Recruitment and Selection**

- Volunteer opportunities & Committee positions will be widely advertised to reach diverse pools of candidates.
- Candidates for Committee positions will be selected by secret ballot on a “first past the post” basis.
- Candidates will have an equal opportunity to present their relevant experience, skills and qualifications to voting members at any meeting where a voting decision is to be made.
- Any questions by members to a candidate are to be conducted in a fair and nondiscriminatory manner.

### **4.2 Volunteer Practices**

- All decisions regarding volunteer assignments, training, and recognition will be made without regard to protected characteristics.
- Reasonable accommodations will be provided to individuals with disabilities, as required by law.
- Harassment or discrimination in any form will not be tolerated.

### **4.3 Training and Development**

- Regular training will be provided to volunteers to raise awareness of equal opportunity principles and to prevent discrimination and harassment.
- Development opportunities will be accessible to all volunteers.

#### **4.4 Reporting and Resolution**

- Volunteers who believe they have experienced or witnessed discrimination or harassment are encouraged to report it to a Committee member at their discretion or via the Association's website.
- All complaints will be promptly and thoroughly investigated. Retaliation against individuals who report discrimination or harassment will not be tolerated.

### **5. Responsibilities**

#### **5.1 Committee**

- Ensure that all policies and practices are implemented in a non-discriminatory manner.
- Foster a volunteer environment that values diversity and inclusion.

#### **5.2 Volunteers and Members**

- Treat all colleagues, staff, and stakeholders with respect and dignity.
- Report any instances of discrimination or harassment in accordance with this policy.

### **6. Review and Monitoring**

This policy will be reviewed regularly to ensure its effectiveness and compliance with applicable laws. Feedback from volunteers and stakeholders will be considered in making any necessary revisions.

### **7. Communication**

This policy will be communicated to all volunteers and will be included in the volunteer handbook. It will also be made available on the organisation's website and other accessible platforms.

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For further information or clarification on this policy, please contact the Secretary of the Association.

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**Approved by:** Damian Anderson, President

**Effective Date:** [Date]

**Review Date:** [Date]