



Diversity & Inclusion

APRIL

What is Diversity?

Diversity is the range and combination of peoples' different attributes. It may include, but is not limited to identity characteristics, such as:

- Gender and gender identity
- Ethnicity
- Sexual orientation
- Disability
- Age and generation
- Religion and belief
- Socioeconomic background
- Family and marital status

These attributes and backgrounds combine uniquely for each individual and contribute to the way they perceive and interact with those around them, and often impact the way that others view and treat them.



Respected for who they are and able to be themselves

Connected to their community and feel they belong



© Diversity Council Australia 2017

Contributing their perspectives and talents

Progressing in their abilities and improving their game

What is Inclusion?

Inclusion goes beyond representation and focuses on creating a **welcoming** and **equitable** environment where everyone feels valued, respected, and able to contribute their unique perspectives and talents.

Why are Diversity & Inclusion Important?

By encouraging football to be inclusive and celebrate diversity, it will:

- Enable increased participation in community activities
- Facilitate football to be more representative of our local communities, and enable greater representation and participation of under-represented groups
- Assist in reducing or removing actual or perceived barriers to participation for people who may be missing out
- Ensure that our clubs commitment to prevent discrimination, encourage inclusion and diversity, and to foster a speak up culture is practiced
- Break down barriers and promote social inclusion
- Enhance governance and decision-making, and encourage innovation.

A culture that enables Discriminatory behaviour will have negative impacts on the football community.





DIVERSITY IDENTITY POLICY

Football is a game that unites families and communities, played by individuals of diverse ages, genders, and nationalities. Canterbury Lions Football Club (CLFC) is committed to fostering inclusivity, providing a safe and fair sport environment where all individuals, regardless of gender identity, can participate with dignity and respect.

Discrimination or harassment of players engaging in football is not tolerated at any level of the game. Australian Federal and State legislation prohibits discrimination against a person based on their Sex or Gender Identity, including in sport. However, an exemption arises under the Sex Discrimination Act 1984 (Cth) to permit discrimination in sport based on sex, gender identity or intersex status where the relative difference in strength, stamina or physique of a player is significant in the sense that it has a considerable effect on their ability to compete.

INCLUSIVITY

- CLFC is committed to being inclusive, of all people regardless of sex, gender, gender identity, race, cultural background, religion, skin colour, physical or mental disability.
- CLFC will, to the best of our ability, endeavour to find a way for all individuals to participate in all areas of football.

NON DISCRIMINATION

- CLFC, in line with CDSFA, State and Federal legislation, prohibits discrimination based on gender identity, expression, appearance, mannerisms, or related characteristics.
- CLFC places utmost importance on respecting the privacy of an individual's identity.
- CLFC will adhere to the policies and guidelines stipulated by our affiliated governing bodies.

ADDRESSING PERCEIVED ADVANTAGE

- Addressing any perceived advantages or disadvantages related to strength, stamina, or physique should be accomplished by implementing suitable grading systems.
- The policy emphasises that no scientific basis supports the notion that individuals affirm their gender identity to gain a sporting advantage.

SAFETY CONSIDERATIONS

- Instances of rough conduct, bullying, or harassment of any type is not tolerated.
- CLFC emphasises appropriate risk management procedures to ensure the safety and well being of all players, irrespective of their identity.

CLFC Diversity Policy

We are dedicated to promoting inclusivity and providing a safe, fair environment for all players, regardless of gender, identity, or background.

Discrimination or harassment in football is strictly prohibited.

We are committed to inclusivity and aim to ensure all individuals can participate in football, irrespective of gender, race, disability, or other characteristics.

CLFC Diversity Policy