



## EQUAL OPPORTUNITY POLICY

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### **Our commitment**

AICES will promote recognition and acceptance of everyone's right to equality of opportunity and eliminate discrimination against a person and/or groups of by prohibiting discrimination on the basis of particular attributes and provide redress for people who are discriminated against

### **Guidelines**

At AICES it is unacceptable and unlawful to directly or indirectly discriminate against a person and/or groups of people on the basis of:

Age

Industrial activity

Disability

Lawful sexual activity/sexual orientation

Marital status

Parental status

Carer status

Political beliefs and/or activity

Race

Religious beliefs

Personal Association with a person or persons identified by reference to any of the above attributes or any other actions to be considered unacceptable or unlawful

AICES is welcoming and we will seek to include members from all areas of our community. The following are examples of some of our inclusive practices.

### **People with a disability**

AICES will not discriminate against any person because they have a disability. Where it is necessary, we will make reasonable adjustments e.g. modifications to equipment and rules to enable participation.

### **People from diverse cultures**

We will support, respect and encourage people from diverse cultures and religions to participate in our club and where possible we will accommodate requests for flexibility (e.g. modifications to uniforms)..

### **Sexual & Gender Identity**

All people, regardless of their sexuality or gender identity, are welcome at to participate at AICES. We strive to provide a safe environment for participation and will not tolerate any form of discrimination or harassment because of a person's sexuality or gender identity.