

AFL SportsReady through its operations is committed to the principles of access and equity for our clients and staff. This policy outlines the key elements of AFL SportsReady's commitment to opening up opportunities and removing barriers.

### **Access and Equity Policy**

AFL SportsReady through its operations is committed to the principles of access and equity and is in a position to make a difference in our community. AFL SportsReady recognises that particular groups of people within our community that have experienced and continue to experience disadvantage and unequal employment and training outcomes. These groups include women, Aboriginal and Torres Strait Islanders, people with disabilities, the long-term unemployed, and people living in remote communities.

### **Roles and Responsibilities**

#### **Managers**

Managers have professional responsibilities for fostering the implementation of access and equity practices by insuring that:

- The company's operational goals clearly define its role in meeting access and equity outcomes.
- Equal opportunity policies and practices are in place and understood
- All staff are provided with information and training about access and equity
- All staff are made aware of the progress in participation and outcomes for disadvantaged groups, and action plans are in place to improve these outcomes.

#### **AFL SportsReady Employees**

Employees of AFL SportsReady are responsible to ensure that they understand and implement the policy and behave in a courteous, sensitive, non-discriminatory, and culturally aware manner when dealing with other staff and clients. AFL SportsReady Employees must attend mandatory training in relation to anti-discrimination measures.

#### **Our Commitment**

AFL SportsReady believes in the inherent value and worth of each person. AFL SportsReady respects and nurtures the diversity, cultural heritage, life experience, and ways of knowing, unique potential and capabilities of each person. We encourage personal reflection on our values and on our visions for individuals, families and communities. We recognise that it is the commitment and work of individuals within groups that transforms organisations and individuals.

Our staff are appropriately knowledgeable in access and equity issues, including cultural awareness and sensitivity to the requirements of participants with special needs. Our planning, recruitment and evaluation processes are responsive to the needs of our present and future host companies, trainees and apprentices.

AFL SportsReady acknowledged that Commonwealth and State anti-discrimination legislation provide a legal framework for our Access and Equity plan.

AFL SportsReady aims to demonstrate our genuine commitment to Access and Equity within our community and to see progressive improvement in the position of affected groups through our actions.

We undertake a range of activities to promote equality and participation wherever possible:

- Training is delivered in accessible venues
- Our online training platform (Moodle) has a range of functions to support accessibility



## Group Training Access and Equity

- Our promotional material includes the representation of people with visible disability to promote inclusion
- Our buildings have accessible parking, entrances, bathrooms and office set up
- Public events are held in accessible venues
- Material is generally written in plain language
- Education material can be provided in alternative formats if needed
- Staff training on mental health has been rolled out which included a focus on the impacts of psychiatric disability on learning, communication and behaviour, with refresher training provided where needed
- Students with disabilities are supported to participate in education, with adjustments made to teaching and assessment where necessary and possible
- The complaints process includes multiple methods of lodging complaints (eg in writing, by email through a proxy etc)
- We have a flexible environment and staff with disabilities can negotiate part-time or flexible arrangements
- Similarly, we provide flexibility for people with caring responsibilities
- We use specialist advice to ensure that we provide strong support to employees with disability.