



## DIVERSITY POLICY

### 1. INTRODUCTION

Leongatha Golf Club is committed to supporting all individuals from diverse backgrounds. LGC is committed to developing policies, practices and ways of working that support diversity and foster fairness, equity, and respect for social and cultural diversity.

As the club grows and changes, it is essential that the club, the staff, volunteers and members and guests commit to a diversity policy that supports all people to feel safe and fosters a sense of welcoming and inclusiveness.

### 2. POLICY

Diversity fosters an environment of mutual learning as well as of respect, dignity, openness to other cultures, backgrounds, gender, ages, abilities, religious beliefs, political persuasion and gender diverse choices and an appreciation of differences and other perspectives.

Leongatha Golf Club is committed to developing policies, practices and ways of working that support diversity and foster fairness, equity, and respect for social and cultural diversity.

LGC aims to:

- Create and maintain a culture that encourages respect and welcomes individual differences.
- Promote our diversity practices and value employees, members and volunteers input into new and creative ways to promote diversity.
- Provide equal opportunity, where practical, by removing barriers to participation and progression so that employees, volunteers, members and guests have the opportunity to fully contribute or participate
- Where practical, ensure balanced representation of diverse interests at all levels, and in key organisational and management decisions.
- Ensure that employment practices such as recruitment and selection procedures; promotion, career development, and conditions of service serve to recognise and support diversity and provide opportunities based on individual merit.
- Implement training and awareness raising strategies to ensure that all employees are aware of their responsibilities in relation to diversity
- Ensure all staff and volunteers are aware of their rights and responsibilities in relation to diversity. Ensure Diversity Statement of Intent is included in Volunteer Induction pack
- Train and assess Managers to be responsible for promoting diversity within the club, communicating and implementing policies and procedures effectively and work with employees and volunteers to integrate the values of diversity into employment practices, work practices and behaviours.
- Comply with all relevant legislation and industry standards.
- Align with Guideline: Trans and gender diverse inclusion in sport – complying with the Equal Opportunity Act 2010
- Align with Golf Australia Gender Policy



Through the following, LGC aims to support diversity and foster fairness, equity, and respect for social and cultural diversity:

### 3.1 Recruitment

The Recruitment Policy should be a fair and transparent process that results in people being employed based on merit and committed to our vision, skilled in their area of contribution and reflective of the communities we represent.

### 3.2 Training

The club will commit to ensure staff and volunteers have access to training in diversity and understand their commitment and responsibility to accept and support all individuals.

### 3.3 Reasonable Adjustments

Where it is necessary and reasonable to do so, modifications and adjustments may be made to the workplace or employment practices, such as Recruitment or Induction, to meet the individual needs of people from diverse backgrounds.

### 3.4 Facilities and access

The club will, where practicable, provide suitable facilities and access for all staff, volunteers, and members and guests that represent the varying needs of individuals who frequent the club. This includes but is not limited to change and toilet facilities and, accessible facilities.

### 3.5 Competition and Social Golf

The club will actively support the needs of all individuals to be able to participate in the game of golf.

The club has adopted the Golf Australia Gender Policy to protect all members and visiting golfers from discrimination on the basis of gender and to promote and to encourage gender equality and participation in club competitions and social rounds.

Where relevant, the club will commit to align with other GA diversity policies.

## 4. DEFINITIONS

**Diversity** Diversity refers to the differences that exist between people, including but not limited to gender, culture, race, ethnic origin, physical, sensorial and mental ability, sexual orientation, age, economic class, language, political persuasion, ability, religion, nationality, education, and family/marital status.

**The Club** Leongatha Golf Club including its board, staff & volunteers, committee members and members.

## 5. ROLES AND RESPONSIBILITIES

**Board & committees** Responsible for development of policies and procedures that support diversity

**Manager** Responsible for reviewing and updating the policy, procedure and supporting resources. Implementing training and awareness raising strategies to ensure all staff and volunteers are promoting diversity within the club, communicating and implementing policies and procedures effectively and working with employees and volunteers to integrate the values of diversity into club practices, work practices and behaviours.

**Staff and Volunteers** Responsible for implementing the processes outlined in this Policy, in accordance with this Policy, as required. Through the induction process all staff and volunteers will read and understand this policy.