



ARCHERY SA

DIVERSITY, EQUITY AND INCLUSION POLICY

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Drafted by	Policy/Membership	Approved by Board on	14 March 2026
Responsible person	ARCSA Secretary	Scheduled review date	14 March 2026

We acknowledge the traditional owners of the land on which ARCHERY SA is located, and pay our respects to their elders, past and present, and to the Aboriginal and Torres Strait Islander elders & members across our State. ARCHERY SA celebrates the power of sport to promote reconciliation and reduce inequality.

Purpose

The purpose of this policy is to promote an **inclusive, safe, respectful, equitable & welcoming** environment for all members, and communicate ARCHERY SA's commitment to Diversity, Equity, and Inclusion (DEI hereafter).

Scope

This policy relates to all members and affiliates, including but not limited to: players, participants, coaches, volunteers, parents, guardians, spectators, officials and support teams. The policy outlines ARCHERY SA's commitment to enacting an inclusive, safe, and equitable environment for all members. The settings this policy applies to include all ARCHERY SA related activities, both on and off the field (including online and social media & digital environments).

Our Inclusion Commitment

ARCHERY SA supports and welcomes everybody from our community and beyond. It is committed to ensuring that it provides an environment where everybody can participate, engage, and feel welcome. We view diversity, equity, and inclusion as important parts of an equal and fair society, where people's differences are recognised and championed. In the case when discrimination does occur, or any member is treated unfairly because of their identity, we will take appropriate actions to address it and take appropriate action to address it and reduce the risk of recurrence.

Sport has the power to help develop and build communities, foster social connections, build empathy, and support a variety of mental, physical, and social health benefits. Our communities are built with diversity, and ARCHERY SA's commitment is to ensure our people, practices, and policies reflect this diversity.

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Our Legal Rights and Responsibilities

Related Policies, Legislations, and Laws

ARCHERY SA takes an active role in ensuring it fulfils its legal and moral responsibilities to uphold safety, respect, and inclusion for all members. To do this, ARCHERY SA is compliant and committed to ensuring we adhere to the relevant policies and laws, including but not limited to:

Federal and State/ Territory Anti-Discrimination Laws

- Sex Discrimination Act 1984 (CTH) – which protects people “from unfair treatment on the basis of their sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy and breastfeeding”
- Racial Discrimination Act 1975 (CTH)/ Australian Human Rights Commission Act 1986 (CTH)/ Disability Discrimination Act 1992 (CTH) – which protects people from various forms of discrimination such as racism, ableism, in various forms of public life
- Equal Opportunity Act 1984 (SA) – which promotes equality of opportunity between the citizens of this State; to prevent certain kinds of discrimination based on sex, race, disability, age or various other grounds; to facilitate the participation of citizens in the economic and social life of the community; and to deal with other related matters. It also highlights that goods and services cannot be denied to individuals.

Integrity Policies

- The relevant Member Protection and Safeguarding Children and Young People policies, which are under or aligned to, the National Integrity Framework, details our processes to prevent and respond to abuse, harassment, discrimination and bullying.
- This policy should be read in conjunction with the Archery Australia National Integrity Framework.

What we will do

ARCHERY SA will commit to implementing and enacting this policy through the following ways:

- ARCHERY SA will use its values and policies to ensure that an inclusive and welcoming culture is embedded across all parts of ARCHERY SA, including practices, decision making, governance, recruitment, team selection, and across online and digital environments.
- ARCHERY SA takes a strict zero tolerance approach to discrimination, vilification, and any unfair treatment based on a person’s identity. If discrimination or incidents do happen, we will offer training to help members call out and respond appropriately to discrimination or vilification.
- ARCHERY SA will ensure it and stakeholders have access to training and education, support guides and resources, to support its members to confidently engage with diverse, equitable and inclusive

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practices and processes within ARCHERY SA. ARCHERY SA will ensure it can locate easily accessible resources from the sport's governing bodies, Play by the Rules, the Australian Sport Commission and Sport Integrity Australia.

- We will ensure all members and stakeholders uphold the values of ARCHERY SA by engaging in respectful and inclusive communication across social and digital platforms associated with ARCHERY SA and/or members. Any member using discriminatory language or vilifying another member through social or digital platforms, will be in breach of this policy.
- ARCHERY SA will ensure that all members are safe across online environments in line with eSafety standards and regulations.

In addition, ARCHERY SA commits to ensuring that the following diverse groups have access to a culturally safe, equitable, accessible, and inclusive sport club and environment:

- **Women, girls, and gender diverse people:** we understand that people of all genders, do not always have access to safe and equitable sporting opportunities. ARCHERY SA will ensure equity across our State, and that disrespect and violence towards women, girls and gender diverse people will not be accepted.
- **People living with disability:** we will ensure that accessibility is at the core of our culture and values, and strive to ensure that ARCHERY SA communications, facilities, practices and cultures are inclusive and affirm people living with disability.
- **LGBTIQA+ communities:** we will ensure that ARCHERY SA's facilities, practices and cultures are inclusive of people of diverse sexes, genders, and sexualities. We will ensure LGBTIQA+ communities are respected and supported, and that discrimination in any form, including homophobia, biphobia, and transphobia, is not tolerated. We will strive towards being an organisation that welcomes, includes, and affirms LGBTIQA+ people.
- **First Nations Australians:** We respect the cultures, histories, and traditions of Aboriginal and Torres Strait Islander peoples. We acknowledge the Traditional Owners of the lands of South Australia and pay our respects to their Elders past and present, and to all Aboriginal and Torres Strait Islander peoples connected to the lands on which ARCHERY SA operates.
- **Culturally and linguistically diverse communities:** there is rich diversity in culture, language, and religion across Australia. ARCHERY SA recognises the diversity and the important contributions these communities contribute to sport. ARCHERY SA takes a zero-tolerance approach to discrimination, through racism and vilification, including but not limited to: islamophobia, antisemitism, bias or hate speech directed towards any person based on their country of birth, religion, race, or ethnicity.

Whilst we acknowledge and understand the different diverse and marginalised groups, we also understand that members may have multiple, diverse lived experiences, which can impact their ability to participate.

For this reason, we acknowledge that some members will experience multiple barriers to engagement and participation in sport. We encourage members to get to know people to understand their needs and strive

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to seek ongoing feedback and input from a diverse range of members, especially those of diverse lived experience.

Implementing inclusion – what we will do

ARCHERY SA is committed to implementing its policies, practices, processes, and programs to ensure that all members feel included and a sense of belonging. ARCHERY SA will uphold standards and practices that affirm all members and play a positive and leading role in ensuring inclusion and equity for everyone. We will also enact a zero-tolerance approach to discrimination and vilification.

If you have concerns or experience or witness behaviour, language, or actions which go against the values of ARCHERY SA and the relevant policies, please report it to the ARCHERY SA Member Protection Information Officer or ARCHERY SA Secretary.

What we ask all ARCHERY SA members to do

It is everybody's job and role to help establish a positive and inclusive culture across ARCHERY SA. We all play a part, whatever our role or position in ARCHERY SA – as a player, volunteer, parent, coach, official, or participant. Diversity, equity, and inclusion affect all parts of ARCHERY SA – from our policies, culture, processes, to our sport programs and teams. Lead by example and with respect. Be informed and call out or report any poor behaviour or discrimination/unfair treatment.

Club Responsibilities

It is expected that all Clubs will abide by this Policy and, by association, it will apply to each member of each Club.

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