



AUS GUIDELINE

Inclusion and diversity

February 2016

INTRODUCTION

In line with the objectives of Australian University Sport (AUS), the organisation aims to provide equal opportunity for all. This includes those that identify as men, women, or transgender, people with a disability as well as students from multicultural and Indigenous backgrounds having the same rights to access opportunities to participate in university sport. It is also pertinent that officials, staff, referees, volunteers and coaches collectively be afforded equal opportunity as they reflect the success of a project. AUS recognises that not all of these groups may be able to be fully integrated into university sport however the organisation will at all times not discriminate according to gender, disability or multicultural or Indigenous backgrounds.

DISABILITY, INDIGENOUS AND MULTI CULTURAL PERSONS

AUS aims to provide opportunities for people with disabilities and people from multicultural and Indigenous backgrounds to participate in university sport, AUS events and its organisation. The organisation will wherever possible draw expertise from and/or lobby the appropriate National Sporting Organisation (NSO), university faculties and bodies, disability organisations as well as multicultural and Indigenous groups to maximise opportunities.

AUS, where possible, in consultation with organisers of AUS events, the appropriate NSO, disability organisations and multicultural and Indigenous groups will determine opportunities on a sport by sport basis. This is achieved by addressing the following areas:

- a) Determine the accessible expertise and assistance available from the appropriate organisations within the disability, multicultural and Indigenous sectors and utilise a volunteer and staff base that are appropriate pertaining to the group.
- b) Consult with organisers of AUS events to determine their capability to cater for people with disabilities. This includes issues of facility accessibility and field of play requirements. A venue audit will be conducted of any potential facility taking into account entry points, signage, facilities and equipment.
- c) Determine the interest from students with a disability or who are from multicultural or Indigenous backgrounds.
- d) Provide a networking and informational service that allows individuals and groups to be further linked with related organisations, as well as informing them of current university sport opportunities that are available.
- e) Promote and encourage all activity for all people related to the participation in Australian University Sport's events.

GENDER

AUS recognises under federal and state anti discrimination and equal opportunity legislation that it is against the law to discriminate against students on the basis of gender. AUS understands that gender diversity refers to a diverse range of gender expressions and identities and that anyone can compete at AUS events.

The organisation will not restrict entry to sports to any one gender except where strength, stamina or physique of the competitor is relevant to the sport.

The organisation is also committed to providing competitions in divisions that are recognised by the relevant National Sporting Organisation (NSO).

AUS will adopt the NSO rules, regulations and policies in relations to gender where these are available and in line with anti discrimination laws. AUS recognises gender divisions endorsed by NSOs which may be 'mens', 'womens', 'open' and/or 'mixed' (sport dependent):

- a) Mens: participation is restricted to those who identify as male
- b) Womens: participation is restricted to those who identify as female
- c) Open: participation is unrestricted to gender
- d) Mixed: participation is restricted to the proportion of male and female students as prescribed in the rules of that particular sport

AUS will take into account the International Olympic Committee (IOC) guidelines when it comes to determining eligibility to compete in male and female competitions. A copy of these guidelines is available from the [IOC website](#).

There are two bases upon which AUS accepts that participation in a sport may not be open to all competitors:

1. Where the strength, stamina or physique of competitors is relevant to a sport it may in inappropriate to offer participation in all competitions.
2. Where insufficient teams/entries are fielded in any on competition of a sport to provide for a fair and worthwhile competition, AUS accepts that a national competition will not be offered in that competition. In order for a competition of a sport to gain and maintain AUS sport status, it must satisfy the requirements of the [AUS allocation and review of sport status guideline](#).

SEXUALITY

AUS recognises that under federal and state anti discrimination and equal opportunity legislation it is against the law to discriminate persons on the basis of sexuality. AUS recognises sexuality is a choice and welcomes all persons to compete in AUS events. AUS at all times promotes acceptance and inclusion regardless of sexuality and encourages all participants and members to instill this ethos into best team management practices.

PREVIOUS AMENDMENTS

Equal Opportunity
April 2012 | January 2013 | May 2014

Gender Equality
March 2005 | February 2008 | March 2011

Inclusion
January 2011 | December 2012

Note that the Gender Equality and Inclusion guidelines were combined into the AUS guideline: Equal Opportunity in April 2012