



HOPPERS CROSSING SWIMMING CLUB INCLUSION POLICY

Hoppers Crossing Swimming Club (HCSC) is committed to the provision of equal opportunities in swimming. Swimming is a sport for all and it can and should be enjoyed by all and made accessible to all. To achieve this, HCSC follows the policy guidance of Swimming Australia, and will:

- At all times and in all situations take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from structures and practices, and ensure that people with disabilities are afforded reasonable opportunity to participate in all aspects of the club.
- Provide reasonable assistance to prospective members with disabilities to gain access to club programs and events.
- Assure that the Club within its area of responsibility including volunteers take reasonable steps to remove any barriers that exist to programs, and barriers in the physical, social, and virtual environment.
- Provide reasonable adjustments to ensure that people with disabilities can successfully participate in all aspects of the Club.
- Provide attention to those swimmers with less conspicuous disabilities such as dyslexia or hearing impediments to reasonably overcome difficulties associated with reading or interpreting the swimming program.

People with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information to assist HCSC to fulfil its obligations.