



MOUNTAIN BIKE AUSTRALIA

Mountain Bike Australia Limited
(MTBA Limited)
ACN616 027 153

Inclusion Policy Statement

Distribution

MTBA Chief Executive Officer

MTBA Staff

All MTBA Members & Affiliates (available via MTBA website)

Authorised by the CEO 28 August 2018

Controlled document: MTBA_MAN0005/1

Review History

Version	Date Created/ Reviewed	Reviewed By	Date Endorsed	Content Reviewed/ Purpose
1	27 August 2018	Trail & Operations Manager	28 August 2018	Policy created.

1. Introduction

The following policy statement is consistent with Mountain Bike Australia's (MTBA) Inclusion core value and is reflective of MTBA's commitment to providing opportunities for all members of the community to engage in mountain biking.

At MTBA we demonstrate the value of Inclusion by ...

Embracing and fostering everyone's diversity, valuing every team member and recognising their rights and beliefs, and maintaining a workplace of unconditional positive regard where there are no barriers.

2. Policy Statement

As the peak body for mountain biking in Australia, Mountain Bike Australia welcomes members from all areas of the community and expects affiliated clubs and organisations to do the same.

At times and in all situations, MTBA will take reasonable steps to identify and eliminate unlawful direct, indirect, and systematic discrimination from structures and practices and ensure that all members are afforded reasonable opportunity to participate in and gain access to MTBA programs and services.

All employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers that exist to programs and services, and the physical, social and virtual environment.

People with a disability

Where possible we will include people with a disability in MTBA delivered programs and services. We will make reasonable adaptations to enable participation.

People from diverse cultures

We will support and respect people from diverse cultures and religions to become members and participate in MTBA delivered programs and services, and where possible will accommodate requests for flexibility.

Sexual and gender identity

All people, regardless of their sexuality, are welcome as members of MTBA and to participate in MTBA delivered programs and services. We provide to provide a safe environment for participation and will take action over any homophobic behaviour.

3. Review

This policy statement will be regularly evaluated and revised to maintain continuous improvement at MTBA.

END