



Access and Equity Policy

Purpose

To ensure that Sunbury United Football Club continues to strive towards access for diverse members and volunteers, with a strong focus on creating an inclusive environment for women and girls. The club is committed to treating all people associated with the club equally and fairly, with dignity and respect.

POLICY STATEMENTS

The club will:

- **Celebrate Diversity:** Actively encourage the participation of women and girls in all areas of the club, recognising the unique perspectives and strengths they bring to the team and community.
- **Promote Gender Equity:** Ensure that women and girls are equitably represented in all aspects of the club, including decision-making roles. The club will develop and implement transparent procedures for selection, grievance handling, and other areas, ensuring that women's voices are heard and valued.
- **Respect Everyone's Rights:** Uphold the dignity and worth of every individual, treating everyone with respect regardless of gender, age, race, ability, religious belief, sexuality, or socio-economic status. Special emphasis will be placed on creating a supportive and empowering environment for female participants.
- **Recognise Contributions:** Acknowledge the significant role that women and girls play in the success of the club. Success is not only measured by on-field results but also by the positive and inclusive atmosphere within the club.
- **Commit to a Positive Environment:** Ensure that all club members, especially women and girls, have the right to enjoy their sport in a safe, friendly, and supportive environment, free from harassment, intimidation, and abuse. The club will promote equality of opportunity and encourage members to challenge discriminatory behavior.
- **Address Discriminatory Behavior:** Take any incidents of discrimination, especially those targeting women and girls, seriously. The club will handle such cases according to its disciplinary guidelines and grievance procedures, ensuring that these processes are transparent and consistently applied.
- **Support New Female Members:** Help new female members feel welcomed and integrated into the club by introducing them to other members, providing them with a tour of the club, and ensuring they understand how they can be involved in all aspects of the club's activities.

- **Prioritise Equal Opportunities for Girls:** In youth programs, the club will prioritise equal learning opportunities and playing time for girls, ensuring that their development is supported and valued above simply achieving on-field success.

This document will be reviewed regularly, with particular attention to the needs and expectations of female members, to ensure the club remains an inclusive and supportive environment for all.