 **LAKE WELLINGTON YACHT CLUB INC.**

**INCLUSION POLICY**

**With reference to YV’s Member’s Protection Policy**

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| **Current version:** | **Version 1** |
| **Last reviewed:** | **May 2016** |
| **Next review date:** | **May 2018** |
| **Person responsible for review:** | **LWYC Secretary** |

**Inclusion Policy**

The Inclusion Policy describes how Lake Wellington Yacht Club (LWYC) is committed to being an inclusive organisation dedicated to being open to all members of the community and providing a safe environment for all who choose to participate in sailing activities.

This behaviour emanates from the Lake Wellington Yacht Club purpose to promote and encourage participation in sailing. By having this policy LWYC demonstrates our commitment to an inclusive society.

Please note that LWYC is also committed to protecting members from all forms of discrimination and use YV’s Member’s Protection Policy (MPP February 2015) as a framework and guide.

**To whom does the Inclusion Policy Apply?**

The Policy applies to all Lake Wellington Yacht Club volunteer members of its committees.

The responsibility to behave in a respectful way towards others extends not only to other volunteers, but to sailors, visitors and members of the general public - all people with whom Lake Wellington Yacht Club deals.

**What is expected of all volunteers?**

All volunteer members of its committees are expected to:

* Understand and behave in a manner that is consistent with Lake Wellington Yacht Club’s values;
* Show consideration for one another.

**Policy Statement**

Lake Wellington Yacht Club is committed to being an inclusive club, concerned with people being given a fair go when they are participating in a sailing activity. It means treating people as individuals with different skills and abilities without making judgements based on stereotypes, or on characteristics (such as age, gender, disability, race, sexuality etc) that are irrelevant to a person’s ability to perform the role.

Lake Wellington Yacht Club is dedicated to ensuring an environment that allows all participants, including volunteers, to reach their full potential in a setting that is free from all forms of discrimination, by actively promoting the principles of equal opportunity, social justice and cultural safety so that all individuals are treated with respect and dignity.

**Key Principles**

In promoting an organisational environment in which all individuals are treated with respect and dignity, Lake Wellington Yacht Club’s Inclusion Policy is underpinned by the key principles of equal opportunity, social justice and cultural safety.

* Equal opportunity is about ensuring that any person who wants to participate in sailing activities is provided with that opportunity within the Club’s capacity
* Social justice is about ensuring all people receive a "fair go" by addressing the needs of marginalised groups in society as appropriate.
* Cultural safety is about providing an organisational environment that respects, values and supports the cultural identity and well-being of each individual. It involves shared respect, shared meaning, shared knowledge and experience, to enable learning together with dignity.

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