



CLIMBERS ASSOCIATION OF WESTERN AUSTRALIA

# Inclusion and Diversity Policy

Dated 25 February 2023

## 1. Purpose

The purpose of this policy is to set out a framework outlining CAWA's commitment and approach to inclusion and diversity in climbing.

In this Policy:

"Inclusion" and "inclusive" refers to ensuring that individuals have equality of opportunity in climbing without any barriers or obstacles as a result of their race, colour, physical features, sex, sexual preference, lawful sexual activity, gender identity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction or social origin.

"Diversity" refers to the visible and invisible differences that exist between individuals including (but not limited to) race, colour, physical features, sex, sexual preference, lawful sexual activity, gender identity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breastfeeding, carer responsibilities, religion, political opinion, national extraction or social origin.

## 2. Scope

This Policy applies to CAWA in all its functions, activities and operations.

## 3. Statement of policy

People are at the heart of climbing and CAWA's aim is to ensure safe, respectful, and inclusive climbing events and activities where diversity is valued, providing a foundation where people can fully participate in and contribute to the climbing community, realise their climbing potential, and succeed in their climbing goals.

Accordingly CAWA will:

- Provide safe and inclusive climbing activities and events where every person can participate and develop regardless of age, cultural background, disability, ethnicity, sex, gender identity, marital or family status, religious belief, sexual orientation or socio-economic background, perspective and experience.
- Provide climbing activities and events where people feel welcome and are respected, connected, supported, and valued.
- Have zero tolerance towards discrimination, harassment, and bullying.
- Ensure that policies, practices, systems, and processes are free from biases, providing a fair and equitable climbing culture for all participants.
- Promote a Committee whose composition reflects a diversity of backgrounds, knowledge, experience, and abilities.

## **4. Responsibilities**

The Committee is responsible for:

- Establishing policies, practices, systems and processes to support the implementation of this Policy;
- Monitoring and reviewing the implementation of this Policy.