

GENDER EQUALITY POLICY

Policy Statement

Collingwood Basketball Association is committed to promoting and ensuring gender equality at all levels. CBA believes that everyone, regardless of their gender, deserves equal opportunities, treatment and respect. CBA will empower all participants and members to reach their full potential. CBA believes fostering a culture of inclusion and respect will not only benefit all involved with CBA, but also drive future success.

This policy outlines commitment to fostering an environment that is free from discrimination, harassment, and bias and where all individuals can thrive.

Purpose

The purpose of this Gender Equality Policy is to:

- Promote gender equality by seeking to eliminate discrimination, bias, and inequality in all aspects of participation, employment and organisational culture.
- Create a supportive and inclusive environment that values diversity and respects the rights and dignity of all, regardless of their gender.
- Comply with all applicable laws and regulations related to gender equality and non-discrimination.

Policy Principles

- **Equal Opportunity:** CBA is committed to providing equal opportunities for all participants and members, irrespective of their gender identity, gender expression, or sex.
- **Non-Discrimination:** All forms of discrimination are prohibited, including direct and indirect discrimination, harassment, victimization, and any other form of unequal treatment based on gender or related characteristics.
- **Equal Pay for Equal Work:** All employees have the right to receive equal pay for work of equal value, regardless of their gender. CBA will conduct regular pay equity assessments.
- **Leadership roles:** Leadership opportunities, including committee membership, coaching, administration at CBA are based on merit and performance, without regard to gender or any related factors.
- **Programs and Policies:** CBA will ensure that gender equality is followed when developing, updating or delivering basketball programs, policies and materials.
- **Training and Awareness:** If required, gender sensitivity training can be provided to employees, participants and members to promote awareness of gender equality issues in a sporting environment.
- **Reporting and Resolution:** Clear and confidential channels for reporting incidents of discrimination, harassment, or inequality will be maintained and promptly investigated, addressing all such complaints. If an employee or member would like to report an

incident or lodge a complaint, they may do so via the confidential complaint channel on the CBA website. A link to the channel is contained here [*link to be included*]. Reports and/or complaints made via the channel will be anonymous unless the complainant chooses the option to identify themselves.

- Diversity and Inclusion: CBA values and celebrates diversity and strives to create an inclusive sporting environment where everyone feels respected, valued and included.
- Participation Opportunities: CBA will provide and support leadership, training and growth opportunities for women and girls and will strive to increase the participation and membership of women and girls at CBA.
- Uniforms: CBA game uniforms and training kit will be appropriately designed for women and girls and will consider form and performance to allow participation in games/training without discrimination or discomfort.
- Portrayal: CBA will ensure all forms of communication are gender-equal and portray an inclusive and fair representation of women and girls in sport. CBA will promote equity in the volume of communication containing women and girls.

Responsibilities

Committee and Management: The committee and all levels of management at CBA are responsible for setting the tone and ensuring that the principles of this policy are integrated into all aspects of the organisation.

The Gender Equality Policy will be reviewed by the CBA Committee on a periodic basis and updated as and when required.

Members: CBA members are expected to adhere to this policy, treat each other with respect, and report any violations or concerns.

Collingwood Basketball Association

Approved: November 2023

Reviewed: _____