



# **Equal Opportunity & Anti-Discrimination Policy**

Policy No: TWA4  
Date Approved: 1 May 2004  
Date Reviewed: 1 May 2004

## **1. Purpose**

To ensure compliance with the relevant legislation and principals of equal opportunity and anti-discrimination.

## **2. Scope**

This policy applies to all members, officials, instructors, students, coaches, athletes, volunteers and employees of Taekwondo Western Australia (TWA).

## **3. Policy Statement – Equal Opportunity**

3.1 TWA will provide equal opportunity for appointment to all of its management, coaching and officiating positions both paid and voluntary. In doing so will observe the provisions and the spirit of State and Commonwealth Equal Opportunity/Anti-discrimination legislation.

3.2 Equal opportunity will apply to all phases of the selection process in the:

- (1) appointment of coaching, officiating and management personnel;
- (2) promotion of coaching, officiating and management personnel;
- (3) training coaching, officiating and management personnel; and
- (4) where applicable, remuneration benefits and terms and conditions of employment contracts.

3.3 TWA will abide by and comply with the provisions and the principles of equal opportunity as outlined in State and Commonwealth Equal Opportunity/Anti-discrimination legislation in relation to the selection of competitors (both for sparring and poomsae) for all teams that compete under the auspices of TWA, whether the competition is a national selection, national open or an international open event.

## **4. Policy Statement – Anti-Discrimination**

4.1 TWA will not discriminate, either directly or indirectly, in relation to any person's application for any position, promotion, training, employment or selection for a team on the grounds of gender, marital status, disability, race, colour, ethnic origin, pregnancy, religion, sexual preference or political convictions.

## **5 Confidentiality**

5.1 TWA's Executive Council and officers responsible for implementing this policy will keep confidential the names and details related to discrimination complaints, unless disclosure is necessary as part of the disciplinary or corrective process.

## **6. Complaints Procedure**

- 6.1 Where necessary, a complainant may make a complaint to a Member of the TWA Executive Council, and thereby invoking the disciplinary procedure as outlined in clause 11 of the TWA Constitution.

## **7. Disciplinary Action**

Disciplinary action will be taken by TWA against anyone who is found to be in breach of this policy.

Disciplinary action will be taken against anyone who victimises or retaliates against a person who has complained of discrimination.

The discipline will depend on the severity of the case and may involve an apology, counselling, suspension, dismissal or other forms of action.

## **8. Right to Appeal**

Both parties to a complain have the right to appeal the decision and recommendation of the Judiciary Committee as constituted pursuant to clause 11 of TWA's Constitution if a matter of procedure, bias or fairness is called into question.

An appeals panel made up of members other than those who formed the Judiciary Committee will handle the formal appeal.

## **9. Policy Review and Approval**

The TWA Executive Council approved this policy on 1 May 2004.

The Councillor responsible for this policy will ensure a review of this policy is conducted periodically.