

# **Queensland Masters Athletics Association Inc.**

## **Disability Policy**

### **Policy statement**

Queensland Masters Athletics Association Inc (QMA) supports the right of people with disabilities to be involved in all facets of mature age athletics including full and equitable participation in grass roots to elite level mature age athletics. QMA recognizes its social and legal obligation to provide an accessible and inclusive environment for people with disabilities. QMA and its members will act in accordance with the spirit and legislative requirements of the Commonwealth Disability Discrimination Act 1992.

### **Application of policy**

This policy applies to any athletic events which are run by QMA.

### **Responsibilities**

The QMA President is accountable to the members for the implementation of this policy and will ensure that relevant QMA decision making avoids any discriminatory outcome.

### **Process**

To enable this policy to be implemented:

1. QMA will take reasonable steps to identify and eliminate unlawful direct, indirect and systemic discrimination from its structures and practices and will ensure that people with disabilities are afforded reasonable opportunity to participate in all aspects of mature age athletics.
2. All employees and volunteers of QMA shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services and the physical, social, and virtual environment.
3. QMA will provide reasonable adjustments to ensure that people with disabilities gain access to its programs and services.
4. QMA will provide reasonable adjustments to ensure that people with disabilities can successfully participate in all aspects of mature age athletics.
5. People with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information which assists QMA to fulfill its obligations. The scope of the adjustments needed to accommodate the athlete will be put to a committee meeting to decide upon the reasonableness of any required changes to facilities, equipment or the manner in which events would be run.
6. Feedback to the athlete making the request for services or adjustments will be provided.
7. This policy will be regularly evaluated and revised to ensure continuous improvement in programs, services and facilities for people with disabilities.

Nothing in this Policy prevents the complainant taking action under State or Federal legislation.

**This version adopted as a policy of Queensland Masters Athletics Association Inc.**

**Date: 12 September 2016**

**Vice President: Don Burt**