

# Australian Board of Highland Dancing Inc.

## Equality, Diversity and Inclusion Policy



### **Introduction**

ABHDI will not tolerate any form of direct or indirect discrimination on the grounds of, but not limited to the following protected characteristics: age; disability; gender reassignment; marriage/civil partnership; pregnancy; race; religious beliefs; sex; or sexual orientation.

### **Scope**

This policy applies to all ABHDI participants.

### **Objectives**

ABHDI embraces diversity and is committed to providing highland dancing opportunities that are safe, inclusive, equitable and accessible to all who wish to participate. ABHDI values diversity and recognises the contributions that people from different backgrounds or different experiences bring to the organisation.

The ABHDI will deal with any incidence of discriminatory behaviour seriously, according to disciplinary guidelines and grievance procedures. These dealings should be transparent and consistent.

The ABHDI will seek opportunities to raise awareness of equality, diversity and inclusion for all participants.

### **Roles and responsibilities**

All Participants have a responsibility to comply with this policy and will be accountable for their own language, behaviour and conduct at ABHDI events.

Participants are encouraged to contact ABHDI to discuss any requirements to facilitate inclusion.

Any participants who feel they have been subject to or witnessed any form of discrimination should refer to the complaint procedure of the ABHDI Constitution. Reference Clause 6 – ABHDI COMPLAINT PROCEDURE

### **Procedure**

Relevant to this policy is the Complaint Procedure and should be referred to. For the ABHDI complaint procedure, see Clause 6 of the ABHDI Constitution.

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