



INCLUSIVITY PRINCIPLES

Creating an inclusive and welcoming environment for participants from all cultural and linguistic backgrounds

Ingleburn Eagles welcomes diversity and multiculturalism in our game and wants to ensure that football is open, accessible and embracing of all participants from all cultural backgrounds. Every person should feel welcome, safe and included at our club.

The way our club identifies itself to the community (including through its name, logo, principles and actions) can have a significant impact on whether a person feels welcome and included at the club. It can also affect the broader reputation of the game.

Ingleburn Eagles understands the importance of the club being able to respectfully recognise their heritage and the specific communities that were instrumental in establishing and developing culture. At the same time, clubs that celebrate diversity, promote inclusion and make people feel like they belong regardless of their cultural background are more likely to succeed.

Ingleburn Eagles has developed the following Inclusivity Principles for Club Identity to provide guidance on how we can be more inclusive in the way they identify themselves as well as the practices and actions that clubs adopt in engaging with their members and the broader community. Importantly, these principles are only a part of the development of a broader Inclusion and Diversity framework which will encompass other matters that are fundamental for our sport to create an open and inclusive environment, such as promoting gender diversity and accessibility for people with a disability (to name just two examples). The Inclusivity Principles also provide guidance on how we may wish to recognise their heritage in ways that are not inconsistent with these fundamental objectives.

To be clear, Ingleburn Eagles has a zero-tolerance policy in relation to discrimination, vilification, hatred and violence on all legally recognised grounds including race, nationality, ethnicity, religion and political views. Our club strongly encourages anyone who becomes aware of these behaviours, to immediately report these incidents to to our executive committee. There are also applicable federal, state and territory discrimination laws that clubs must adhere to at all times.