NEDLANDS RUGBY CLUB – DIVERSITY & INCLUSION POLICY

THIS CODE APPLIES TO EVERYONE WHO IS PART OF NEDLANDS RUGBY CLUB: PLAYERS, COACHES, OFFICIALS, VOLUNTEERS, FAMILIES, SPECTATORS, SPONSORS AND VISITORS. IT SITS ALONGSIDE THE RUGBYAU CODE OF CONDUCT (JUNE 2025), WHICH TAKES PRIORITY IF THE TWO DIFFER.

Nedlands Rugby Union Football Club
EST. 1934 – ABN 86 545 138 527

1. Purpose

Nedlands Rugby Club (the Club) is committed to being a welcoming, inclusive club where everyone, regardless of background, identity or ability, has the right and freedom to participate and is treated with respect.

This policy operates within, and does not replace, the RugbyAU Code of Conduct, which prohibits discrimination based on a Protected Characteristic, and reflects Rugby Australia's Inclusion Strategy 2025–2029. It also supports the Club's obligations under the Equal Opportunity Act 1984 (WA) and Commonwealth anti-discrimination law.

2. Scope

This policy applies to all players, coaches, officials, board members, volunteers, parents, guardians, spectators and sponsors involved in the Club, across all grades and programs, from juniors to seniors, and at training, matches, the clubrooms, Club events and online.

3. Our Commitment

Rugby has been, and must continue to be, a sport where everyone has the right and freedom to participate regardless of age, disability, race or ethnicity, sex or intersex status, gender identity, sexual orientation, religion or political belief, and without fear of exclusion. There is no place for discrimination, harassment, bullying or vilification of any kind at Neddies.

We align our efforts with Rugby Australia's Inclusion Strategy 2025–2029, which identifies five priority groups for Australian rugby: women and girls, First Nations peoples, Pasifika communities, LGBTQ+ people, and people of all abilities. As a Club that has long supported women's rugby, we are particularly committed to building pathways for girls and young women, and to making rugby accessible to families across Perth.

4. Guidelines

4.1 A Welcoming Club for Everyone

- Every player, family, volunteer and spectator is welcomed and treated with respect, regardless of background, identity or ability.
- Selection, volunteer opportunities and Club roles, including Board and committee roles, are offered fairly, based on merit, commitment and ability, not on a Protected Characteristic.
- Club communications, events and facilities, including the clubrooms and the River Room, are designed to be accessible and welcoming to the whole community.
- The Club will consider cost as a barrier to participation and, where it can, support families who need it [describe any hardship or assistance arrangement].

4.2 Women and Girls in Rugby

The Club actively supports the growth of women's and girls' rugby and is committed to expanding pathways and opportunities for female participation, from junior programs through to senior women's grades. This includes fair access to training times, facilities, coaching, equipment, promotion and

sponsorship for women's and girls' teams, and a club culture where women and girls are valued as players, coaches, officials, administrators and leaders.

4.3 All Abilities

The Club supports an inclusive rugby experience for players of all abilities, and will work with Rugby WA and Rugby Australia programs, such as Modified Rugby, where possible. Coaches and volunteers should make reasonable adjustments to support participation wherever possible.

4.4 First Nations and Pasifika Communities

The Club acknowledges the Whadjuk Noongar people as the Traditional Custodians of the land on which we play, and welcomes and celebrates the contribution of First Nations and Pasifika players, families and communities to our Club and to the game, consistent with Rugby Australia's Inclusion Strategy.

4.5 LGBTQ+ Inclusion

The Club welcomes LGBTQ+ players, coaches, volunteers and families. Homophobic, biphobic or transphobic language or conduct, including "banter" and jokes, is not tolerated. Questions about transgender and gender diverse participation in specific competitions should be directed to [the President / Welfare and Complaints Officer], who will refer to RugbyAU's Transgender and Gender Diverse People in Rugby – Community Guidelines.

4.6 Cultural and Religious Diversity

The Club respects the cultural and religious backgrounds of its members and will, where reasonably practicable, be flexible around cultural or religious observances (for example training or event timing).

4.7 Inclusive Language and Behaviour

Everyone is expected to use language and behave in ways that make others feel welcome. This applies in the clubrooms, at training and matches, on tour, in team group chats and on social media, consistent with the Club's Code of Conduct and Social Media Policy. Culture is set from the top: coaches, captains and Board members are expected to model inclusive behaviour and to speak up when they see exclusion.

5. Reporting Discrimination

Anyone who experiences or witnesses discrimination, harassment or vilification can raise it with the Club's Welfare and Complaints Officer, the President, or any Board member. Concerns are handled consistently with the Club's Code of Conduct and the RugbyAU Code of Conduct. No one will be victimised or disadvantaged for raising a genuine concern in good faith. Nothing in this policy limits anyone's right to make a complaint under the law, including to the Equal Opportunity Commission of Western Australia or the Australian Human Rights Commission.

6. Responsibilities

Role	Responsibilities
Board	Setting the Club's inclusion priorities; making sure this policy is reflected in Club programs, communications, facilities and events; reviewing participation and leadership by group at least once a year.
President	Leading an inclusive culture; first point of contact, with the Welfare and Complaints Officer, for questions about transgender and gender diverse participation.
Welfare and Complaints Officer	Receiving and handling concerns about discrimination, harassment or vilification under the Code of Conduct.
Women's and Girls' Rugby Lead	Promoting and developing female participation, pathways and programs.
Inclusion / All Abilities Lead	Supporting inclusive programs for players of all abilities and links with Rugby WA programs.
Coaches, Officials and Volunteers	Modelling inclusive behaviour; making reasonable adjustments to support participation; raising concerns promptly.
All Members, Parents and Spectators	Treating others with respect regardless of background, identity or ability; not engaging in discriminatory conduct.

7. Review and Amendments

This policy will be reviewed annually, or as required, by the Board to ensure relevance, effectiveness and alignment with the RugbyAU Code of Conduct and Rugby Australia's Inclusion Strategy. Amendments may be proposed by any Club member but must be approved by the Board before they take effect.

8. Our Commitment

Nedlands Rugby Club is at its best when it reflects the diversity of our community. By welcoming everyone, celebrating our differences, and standing firmly against discrimination in any form, we build a Club that people are proud to belong to.