



*from beginner to Olympian*

## EQUAL OPPORTUNITY POLICY



**South Australian Judo Academy**

Incorporation Number A39882

ABN 69 925 848 759

**Pauls Drive, VALLEY VIEW SA 5093**

**P: 0402 859 905**

**[www.sajudoacademy.com.au](http://www.sajudoacademy.com.au)**



**[www.facebook.com/sajudoacademy](https://www.facebook.com/sajudoacademy)**

The South Australian Judo Academy is committed to a policy of equal treatment of all members and requires all members of whatever level of authority to abide and adhere to this general principle and the requirements of the Codes of Practice outlined in the Equal Opportunities Act 1984 (**Appendix A**) *South Australian Equal Opportunities Act 1984 PDF*

All members are expected to abide by the requirements of the Equality Legislation. Specifically Discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply by with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements of others.
- Imposing on individual requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual Harassment of an individual, by virtue of discrimination
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in the entire Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.

The South Australian Judo Academy commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against The South Australian Judo Academy policy, any members offending will be dealt with under the disciplinary procedure.

The South Australian Judo Academy commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

## POLICY APPROVAL

This Equal Opportunity policy and associated contents will be reviewed bi - annually by The South Australian Judo Academy to ensure the actions remain appropriate and effective.

**DATED 31<sup>st</sup> July 2015**

**Accepted on behalf of the South Australian Judo Academy**



signed

Steve Brown, Head Coach



witnessed

Sandy McCulloch, Director Strategy & Marketing

Further Information



**Sandy McCulloch (Adv Dip Mgt) Director, Strategy & Marketing SAJA**  
**M: 0412 360 085 E: [gsmcc@iprimus.com.au](mailto:gsmcc@iprimus.com.au)**