

Karate Tasmania Inclusion Policy and Member Protection Framework

Background Karate Tasmania is committed to promoting inclusion within the sport of karate by reflecting the diversity of our community and creating opportunities for participation by all individuals, regardless of gender, age, race, culture, religion, sexual orientation, sex characteristics, or ability. Our goal is to lead by example and foster an environment that celebrates diversity, ensures respect, and provides equitable access to our programs.

Scope This Inclusion Policy applies to all members, participants, staff, volunteers, officials, and affiliates of Karate Tasmania. It governs conduct in all settings, including competitions, training, events, and administrative activities.

Commitment to Inclusion Karate Tasmania provides choice and opportunities to support greater participation by:

- People with disabilities
- Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBQIT+) communities
- Aboriginal and Torres Strait Islander peoples
- People from culturally and linguistically diverse (CALD) backgrounds
- Women and girls
- Older adults

In addition, Karate Tasmania acknowledges the barriers faced by individuals experiencing social or economic disadvantage and commits to making karate accessible to all. Competitive events will follow the rules of the World Karate Federation and Karate Australia, including those governing the participation of transgender athletes ([World Karate Federation Transgender Athlete Guidelines](#)).

Guiding Principles To achieve our goals, Karate Tasmania adopts the following Seven Pillars of Inclusion:

1. **Access:** Ensuring venues, equipment, and activities are accessible to all participants.
2. **Attitude:** Promoting a culture of respect and inclusion across all levels of the organization.
3. **Choice:** Offering diverse opportunities for participation that cater to varying interests and abilities.
4. **Partnerships:** Collaborating with community groups, organizations, and stakeholders to promote inclusive practices.
5. **Communication:** Sharing clear, accessible, and inclusive messaging to all members and participants.
6. **Policy:** Embedding inclusive practices into all organizational policies and governance frameworks.
7. **Opportunities:** Creating pathways for individuals to engage in karate at a level appropriate to their skill, interests, and goals.

Prohibited Conduct Karate Tasmania has a zero-tolerance policy for behaviors that undermine the principles of inclusion and respect. This includes:

- Abuse (physical, emotional, or psychological)
- Bullying

- Harassment
- Sexual misconduct
- Unlawful discrimination
- Victimization
- Vilification

Complaint Handling and Resolution All allegations of misconduct or breaches of this policy will be handled under the Karate Tasmania Complaints, Disputes, and Discipline Policy, aligned with the National Integrity Framework. Participants can access support and guidance to ensure fair and transparent resolution processes.

Implementation and Review Karate Tasmania will:

- Provide access to regular education and training sessions for members, staff, and volunteers to promote awareness of inclusion and diversity.
- Regularly engage with community groups to understand and address barriers to participation.
- Annually review this policy to ensure it remains relevant and effective.

Approval and Review Dates Approved Date: Next Review Date:

This policy reflects Karate Tasmania's commitment to ensuring that everyone has the opportunity to participate in karate in a safe, respectful, and inclusive environment. By fostering diversity and inclusion, we strengthen our community and uphold the values of fairness and respect.