

Group Training Access and Equity

AFL SportsReady through its operations is committed to the principles of access and equity for our clients and staff. This policy outlines the key elements of AFL SportsReady's commitment to opening up opportunities and removing barriers.

Access and Equity Policy

AFL SportsReady through its operations is committed to the principles of access and equity in a position to make a difference in our community. AFL SportsReady recognises that particular groups of people within our community that have experienced and continue to experience disadvantage and unequal employment and training outcomes. These groups include women, Aboriginal and Torres Strait Islanders, people with disabilities, the long-term unemployed, and people living in remote communities.

Roles and Responsibilities

Managers

Managers have professional responsibilities for fostering the implementation of access and equity practices insuring that:

- x The company's operational goals clearly define its role in meeting access and equity outcomes
- behave in a courteous, sensitive, non-discriminatory, and culturally aware manner when dealing with our staff and clients. AFL SportsReady Employees must attend mandatory training in relation to anti-discrimination measures.

Our Commitment

AFL SportsReady believes in the inherent value and worth of each person. AFL SportsReady respects and nurtures the diversity, cultural heritage, life experience, and ways of knowing, unique potential and capabilities of each person. We encourage personal reflection on our values and on our visions for individuals, families

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Our promotional material includes the representation of people with visible disability to promote inclusion

Our buildings have accessible parking, entrances, bathrooms and office set up

Public events are held in accessible venues

Material is generally written in plain language

Education material can be provided in alternative formats if needed

Staff training on mental health has been rolled out which included a focus on the impacts of psychological disability on learning, communication and behaviour, with refreshers provided where needed

Students with disabilities are supported to participate in education, with adjustments made to teaching and assessment where necessary and possible

The complaints process includes multiple methods of lodging complaints (e.g. in person, by email through a proxy etc)

We have a flexible environment and staff with disabilities can negotiate temporary flexible arrangements

Similarly, we provide flexibility for people with caring responsibilities

We use specialist advice to ensure that we provide strong support to employees with disability.