



ATHLETICS NORTH QUEENSLAND Athletes with a Disability (Para)

Athletics North Queensland (ANQ) supports the right of people with disabilities to be involved in all facets of athletics including full and equitable participation in grass roots to elite level. ANQ recognizes its social and legal obligation to provide an accessible and inclusive environment for people with disabilities. ANQ will act in accordance with the spirit and legislative requirements of the Commonwealth Disability Discrimination Act 1992.

Policy

1. ANQ will take reasonable steps to identify and eliminate unlawful direct, indirect and systemic discrimination from its structures and practices and will ensure that people with disabilities are afforded reasonable opportunity to participate in all aspects of athletics.
2. All employees and volunteers of ANQ shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services and the physical, social, and virtual environment.
3. ANQ will provide reasonable adjustments to ensure that people with disabilities gain access to its programs and services.
4. ANQ will provide reasonable adjustments to ensure that people with disabilities can successfully participate in all aspects of athletics.
5. People with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information which assists ANQ to fulfil its obligations.
6. This policy will be regularly evaluated and revised to ensure continuous improvement in programs, services and facilities for people with disabilities.

Version	Created by	Approved by	Date	Review date
1.0	ANQ	J. Minehane Operations Manager	October 2014	October 2016