



DISABILITY POLICY

December 2010

PREAMBLE

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

POLICY

1. OAA 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 mature age athletics.
2. All employees and volunteers of OAA 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. OAA will provide reasonable adjustments to ensure that people with disabilities gain access to its programs and services.
4. OAA will provide reasonable adjustments to ensure that people with disabilities can successfully participate in all aspects of mature age athletics.
5. People with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information which assists OAA 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.