



## EQUITY POLICY

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## **1 – EQUITY STATEMENT**

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Table Tennis Queensland (TTQ) is committed to a policy of equity within the sport of table tennis within Queensland. Equity is a broader concept than simple numerical equality, being concerned with fairness and natural justice.

TTQ acknowledges that everyone has the right to an equal opportunity to participate in table tennis and that no one should be discriminated against unfairly for any reason, including (but not limited to) gender, race, ethnic origin, religious belief, political belief, sexual orientation, social background, language, disability, age.

## **2 – STATEMENT OF INTENT**

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- 2.1 The TTQ Board of Management commit to ensuring that all board members are aware of this policy and give equity issues consideration in all board decision making.
- 2.2 TTQ will ensure that all employees are aware of this policy and give equity issues due consideration in the fulfilment of their duties.
- 2.3 TTQ will ensure that issues of equity are given due consideration from the outset of the development of all policies, programs and services.
- 2.4 TTQ will comply with the Queensland Anti-Discrimination Act and address any form of discrimination that occurs within the organisation and within the sport of table tennis within Queensland.

## **3 – EMPLOYMENT**

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- 3.1 TTQ is committed to being an equitable employer that recognises and encourages diversity, inclusion and respect in its workforce.
- 3.2 TTQ will take action designed to prevent any member of the workforce suffering discrimination, harassment, bullying or victimisation. However, in the event that any instances of discrimination, harassment, bullying or victimisation do occur, robust grievance and disciplinary procedures are in place and will be firmly upheld.
- 3.3 TTQ will continue to operate equitable, open and transparent recruitment and selection policies and procedures to ensure that discrimination does not occur. All staff will be appointed purely on the basis of merit and their ability to do the job in question.



## **4 – VOLUNTEERING**

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- 4.1 TTQ is committed to ensuring that everyone has the right to equal opportunity to participate in the sport of table tennis as a volunteer. This includes (but is not limited to) volunteer roles as a coach, umpire, referee, tournament director, board member or committee member.
- 4.2 TTQ will make reasonable adjustments to volunteer training and assessment to take into account diverse needs of participants.

## **5 – MEMBER ORGANISATIONS & STAKEHOLDERS**

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- 5.1 TTQ will encourage all member organisations to act in an equitable manner with regards to access to participation, facilities and roles within the member organisations.
- 5.2 TTQ will work with Table Tennis Australia and other state and territory table tennis bodies within Australia to ensure equity within the wider Australian table tennis context.

## **6 – MARKETING**

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- 6.1 TTQ will use a wide range of images when marketing the sport of table tennis which reflect the diverse nature of the membership of TTQ.

## **7 – REVIEW**

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- 7.1 TTQ is committed to reviewing and updating this policy, where necessary, every three years or whenever TTQ becomes aware of legislative changes or issues which necessitate a review of this policy.