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## 1. PURPOSE

The Australian Trail Horse Riders Association is committed to identifying and removing discrimination and promoting equal opportunity for all who participate in its activities.

Our vision is to be regarded as the leading recreational trail horse riding organisation Australia in terms of participation, performance and inclusion. We strive for inclusion and diversity across all trail riding and other events conducted under the ATHRA umbrella, ensuring we reflect the diversity of the communities in which we operate.

## 2. SCOPE

This Policy applies to all individuals within the ATHRA community. This includes, but is not limited to:

- Staff, including permanent, part-time, contractual and casual employees, and
- Affiliated clubs and their members, volunteers, staff and event visitors.

It focuses on addressing awareness and participation in recreational trail horse riding for under-represented groups, including, but not limited to:

- Indigenous Australians,
- Low Socio-Economic Status Communities,
- Culturally and Linguistically Diverse Communities,
- LGBTQIA+ Communities,
- Gender Equity (eg women in sport), and
- People with a Disability.

## 3. POLICY

In line with ATHRA's Code of Conduct, the Association is committed to maintaining an environment that is free from discrimination, harassment and bullying. ATHRA and its affiliated clubs have a duty of care to all members of its community, and violence, aggression and bullying are unacceptable.

Our commitment is to provide an inclusive and diversified community, whereby all community members can come together in a safe and respectful environment.

We will provide equal opportunity to all, by fostering awareness of diversity and by providing opportunities that support individual abilities, beliefs and aspirations.



We will embrace diversity and inclusion through our values to encourage and support equity, fairness and inclusiveness in all that we do.

Furthermore, we maintain a commitment to promoting respectful behaviour and eliminating all forms of unlawful discrimination, harassment and bullying in our community through the adherence to anti-discrimination laws and policies.

#### 4. DEFINITIONS

**Equal opportunity** means ensuring people are treated on a fair and equitable basis, on their skills and abilities, whatever their differences in other respects.

**Discrimination** is where a person is treated less favourably because of their sex, age, marital status, pregnancy, race, ethnic origin, sexual orientation, gender identity, political or religious conviction, impairment, family responsibility or family status. Discrimination may be direct, indirect or systemic.

**Diversity** means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

**Harassment** for the purposes of this Policy is defined as any unwelcome, offensive, belittling or abusive comment or action regarding a persons' sex, age, marital status, pregnancy, race, ethnic origin, sexual orientation, gender identity, political or religious conviction, impairment, family responsibility or family status. It is behaviour towards another person which is unwanted and which adversely affects the trail riding environment.

**Inclusion** is where everyone has the opportunity to use the same facilities, take part in the same activities, and enjoy the same experiences.

#### 5. POLICY REVIEW AND CHANGE

This Policy in its entirety is to be reviewed annually by the ATHRA Board and the review date and outcome recorded for future reference.