



*from beginner to Olympian*

## DISABILITY DISCRIMINATION ACTION PLAN



**South Australian Judo Academy**

Incorporation Number A39882

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The South Australian Judo Academy (SAJA) is committed to a policy of equal treatment of all members and requires all members of whatever level of authority to abide and adhere to this general principle and the requirements of the Codes of Practice outlined in the **Australian Disability Discrimination Act 1992 (Appendix A)**

The aim of the Disability Discrimination Act (DDA) Action Plan is to ensure that necessary steps are taken to promote equitable access to all facets of sports and community programs at SAJA as can reasonably be provided. The DDA Action Plan aims to assist in the elimination of discriminatory practices and conditions for people with disabilities by SAJA. The DDA Action Plan is an opportunity to formalise and ensure ongoing development of the current practices to improve the inclusiveness of services provided by SAJA.

The Disability Discrimination Act (1992) makes discrimination on the basis of disability unlawful. It is also unlawful to discriminate against a person on the basis that one of her or his associates has, or may have, a disability. Disability is defined broadly to include:

- Total or partial loss of the person's bodily or mental functions, or
- Total or partial loss of a part of the body, or
- The presence in the body of organisms capable of causing disease or illness, or
- The malfunction, malformation or disfigurement of a part of the person's body, or
- A disorder or malfunction that results in a person learning differently from a person without the disorder or malfunction, or
- A disorder, illness or disease that affects a person's thought processes, perception or reality, emotions or judgement or that result in disturbed behaviour.

It covers disability that presently exists, previously existed but no longer exists, may exist in the future or is imparted to a person even if the person does not have a disability. The Act is about promoting a culture and environment where discrimination against people because of a disability is unacceptable and inappropriate. It discourages and prohibits types of behaviour that discriminates against people with a disability and attempts to provide for an equitable environment.

There are specific provisions in the Act relevant to sport. A person with a disability must not be excluded from taking part in a sport if he or she is:

- Capable of playing the sport, or
- Selected to play the sport on the basis of his or her skills and abilities.

A person with a disability should also not be excluded from any administrative or coaching activities associated with the sport. For example, if a person with a disability has the necessary skills to compete in basketball competitively, he or she cannot be excluded because of asthma or a hearing loss. In addition, under the Act a person with a disability has a right to be a member of a club or association in the same way as a person without a disability. It is against the law for clubs and associations to discriminate against a person because of his or her disability. This means clubs and associations cannot:-

- Refuse to accept an application for membership from a person with a disability,
- Provide membership on less favourable terms and conditions. For example, a club may want to offer a person with a disability part membership or charge that person more for membership,
- Limit a person's access to the benefits and activities offered by the club or association because that person has a disability. For example, restricting the activities a person with a disability can take part in or the hours he or she can use the club.

Section 28(3) contains a number of exemptions. Broadly speaking, discrimination against a person with a disability in a sporting activity is not unlawful if:-

- The person is not reasonably capable of performing the actions reasonably required in relation to the sporting activity, or
- A sporting team is chosen by a selection process that is reasonable on the basis of the skills and abilities relevant to the sporting activity and relative to each other, or
- A sporting activity is conducted only for persons with a particular type of disability and the person does not have that disability.

Discouraging and prohibiting types of behaviour that causes discrimination is largely a question of awareness, education and training. Both forms can be avoided through the provision of education and training programs that give providers a framework and clear strategies to address discrimination issues. Direct discrimination occurs when a person is treated less favourably because the person has a disability. Less favourable treatment means that the person is disadvantaged and doesn't have the same opportunities or choices as a person without a disability. Indirect discrimination occurs where a 'condition' stops a person with a disability from doing something. A condition can include physical barriers, policies, practices, selection or admission criteria, rules or requirements.

SAJA embraces the Disability Discrimination Act 1992 premise that:

- people with disabilities are part of our diverse communities
- people with disabilities, their families and carers have a right to participate as fully as possible in the life of our communities
- people with disabilities are the primary source of information regarding the physical, social and cultural barriers to their participation in their local community.

This Disability Discrimination Action Plan is a further step to ensure that direct or indirect discrimination does not occur. SAJA will focus on those physical, social & cultural barriers which create a handicap for people with disabilities to be able to enjoy Sporting and Community Programs at our Club.

It is our aim, through the implementation, evaluation and review of the SAJA Disability Discrimination Action Plan, to:

- Reflect and promote the objectives of the Disability Discrimination Act (1992) and to provide people with disabilities equal access to services and facilities.
- Provide opportunities for people with disabilities to be involved and participate in Sports and Community Programs offered by the club.
- Promote and market Football, Cricket, Tennis and Netball as an accessible sport for people with a disability.
- Make available to people with disabilities a variety of options, similar to those offered to participants without disabilities, from recreational to competitive, from local to elite international standards.

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It is our aim, through the implementation, evaluation and review of the SAJA Disability Discrimination Action Plan, to:

- Improve participation, preparation and quality of coaching, officiating and administration of sporting competitions for athletes with a disability.
- Develop a network and structure, which will provide people with disabilities a sound direction to participate, compete and achieve.
- Promote The South Australian Judo Academy in order to increase the profile and community awareness.
- Encourage generic clubs and associations to undertake or to be involved in programs for people with disabilities.
- Ensure participants with disabilities are seen as participants to reinforce their ability and skill level rather than their disability.
- Encourage the involvement of people with a disability in decision making processes regarding service delivery for people with a disability

Accomplishments and positive attitudes developed on the playing field can have a positive impact on the quality of daily living for all participants.

## **Specific elements of the SAJA Disability Discrimination plan include:**

- 1. Clearly defined disabled car parking areas at the SAJA training facilities**
- 2. Disabled access to toilet facilities**
- 3. Exclusive accessible viewing areas**

## ACTION PLAN APPROVAL

This Disability Discrimination Action Plan and associated contents will be reviewed bi - annually at the by The South Australian Judo Academy to ensure the actions remain appropriate and effective.

**DATED 30<sup>th</sup> June 2018**

**Accepted on behalf of the South Australian Judo Academy**



signed

Steve Brown, Head Coach



witnessed

Sandy McCulloch, Director Strategy & Marketing

Further Information



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