



# Disability Inclusion Policy

## Commitment to Te Tiriti o Waitangi

Ice Speed Skating New Zealand recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

Ice Speed Skating New Zealand is committed to upholding the mana of Te Tiriti o Waitangi and the principles of partnership, protection and participation.

## Values

Ice Speed Skating New Zealand values the diversity of the people involved in its activities, regardless of their abilities.

Ice Speed Skating New Zealand will make itself accessible to, and include people with disabilities in our organisation, in both playing/taking part and non-playing roles/non-taking part, as far as possible.

Ice Speed Skating New Zealand aims to provide a safe, inclusive and enjoyable environment for everyone involved in its activities. People are expected to show respect and courtesy in their interaction with others.

Ice Speed Skating New Zealand aims to ensure people with disabilities are supported to participate and have full access as part of the play, active recreation, and sport community.

## Purpose

This policy aims to:

- to support the full and active participation of people with disabilities in sport
- to provide for the social inclusion of people with disabilities through sport.

This policy should be read together with Ice Speed Skating New Zealand's Preventing Discrimination Policy.

## Application

This policy applies to anyone involved in Ice Speed Skating New Zealand and its clubs. This includes: volunteers, skaters, supporters, club members, staff, service providers, as well as families/whānau of participants.

## What we will do

To support our aim to make Ice Speed Skating New Zealand as inclusive as possible, we will make no assumptions about what people are able to do. We will:

- talk to, listen to, and follow the lead of people with disabilities about ways our organisation and ice speed skating can be made safe and accessible to them
- focus on what people with disabilities can do, rather than what they cannot
- treat all people with disabilities as individuals and consider their circumstances as they explain them

- make adjustments to our ways of doing things, including coaching, equipment, rules, or environment, as far as possible
- be up front if modifications, adjustments, or other accommodations are not reasonably possible
- communicate and share information in accessible ways and formats
- ensure people of all abilities are recognised for their contributions and achievements
- have strong policies to ensure people with disabilities can participate in our activities without being subject to discrimination, bullying, and harassment.

## What we ask

If you are a person with disabilities, or you are the parents, caregivers, or whānau of a person with disabilities:

- let us know what we can do to make sure you or your family member/whānau feel included and your needs met, including any modifications, adjustments, or other accommodations. This can be by:
  - meeting with the ISSNZ President or General Secretary, or respective club President or

Secretary directly to discuss and who will then fill out the attached Change Request Form

- by filling out the attached Change Request Form and providing it to the ISSNZ President or General Secretary, or respective Club President or Secretary.

Ice Speed Skating New Zealand will do its best to accommodate your or your family member/whānau needs

- always raise any concerns you or your family member/whānau are experiencing or ideas to make Ice Speed Skating New Zealand a more inclusive and welcoming place.

## Making a formal complaint

Individuals who wish to make a formal complaint, or where there is an alleged breach of this policy should follow the complaints procedure outlined in the Complaints Policy.

Individuals may also choose to make a complaint about discrimination to the Human Rights Commissioner. Employees may also raise a personal grievance in accordance with the Employment Relations Act 2000.



# Change Request Form

Name:

Phone:

Email:

Address:

Date:

Description of proposed adjustment (e.g., change to coaching, equipment, rules, or environment):

Description of proposed modification

How will this modification or adjustment help you?

**Ice Speed Skating New Zealand/club to complete**

Date received:

Received by:

Can this change be accommodated?  Yes  No

If no, why not?

Provide this Change Request form to the ISSNZ President or General Secretary, or respective Club President or Secretary