



North Gold Coast Seahawks Basketball (NGCS) **Diversity, Equity & Inclusion (DEI) Policy**

Policy Owner: General Manager

Approved by: Board of Directors

Next Review: December 2026

1. Purpose

- North Gold Coast Seahawks Basketball (NGCS) is committed to creating a safe, inclusive, welcoming, and equitable environment for all members of our community.
- This Diversity, Equity & Inclusion (DEI) Policy works alongside, and is an extension of, the NGCS Statement of Commitment to Child Safety.

2. Our Commitment to Diversity, Equity & Inclusion

- NGCS recognises and celebrates the diversity of our community, including Aboriginal and Torres Strait Islander peoples, Pasifika and Islander communities, culturally and linguistically diverse people, people with disability, and people of all genders and identities.

3. Scope

- This policy applies to all people associated with NGCS including staff, volunteers, coaches, officials, parents, spectators, contractors, and visitors.

4. Cultural Recognition and Engagement

- NGCS will actively partner with local Aboriginal and Torres Strait Islander communities, acknowledge Country, support inclusive pathways, and celebrate cultural identity through programs and community events.

5. Education, Training & Awareness

- NGCS will provide ongoing cultural safety training, anti-discrimination education, inclusive coaching development, and accessibility awareness for all personnel.

6. Responsibilities

- The Board oversees governance; the General Manager leads implementation; coaches and volunteers' model inclusive behaviour; members and spectators uphold respect and inclusion.

7. Reporting & Responding to Concerns

- Concerns regarding discrimination or exclusion must be reported to the General Manager, the Child Safety Officer, or a designated NGCS Official.

8. Continuous Improvement

- NGCS will annually review this policy, consult widely, and strengthen DEI practices.

9. References

- Anti-Discrimination Act 1991 (Qld)
- Human Rights Act 2019 (Qld)

- Racial Discrimination Act 1975 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Basketball Australia Inclusion & Diversity Framework

Document Control and Version History

Version	Date Approved	Approved By	Policy Owner	Next Review Date	Summary of Changes
1.0	December 2025	Board of Directors	GM	December 2026	Initial issue