



1. Purpose

At Basketball WA, we believe that Basketball has the power to unite Western Australian communities and create great opportunities for all. We are committed to fostering an environment where diversity is celebrated, equity is prioritised, and inclusion is embedded in every aspect of our organisation. Our goal is to ensure that every athlete, volunteer, official, and staff member—regardless of race, ethnicity, gender, ability, age, sexual orientation, or socio-economic background—feels respected, valued, and empowered to thrive. Through this policy, we affirm our dedication to removing barriers, promoting fairness, and building a rich sporting culture that is Basketball WA.

2. Scope

This policy scope covers all participants, of Basketball including Athletes, their parents, guardians, coaches, administrators, officials, volunteers, spectators, authorised providers, Directors, employees, members, associations and also those included in the BA Member Protection Policy in the context of the game and the administration of Basketball in WA.

3. Our Commitment

BWA is committed to:

- **Diversity:** Celebrating the Culture and Diversity of individuals, including race, sex, gender, age, ability, heritage, religion, other protected attributes.
- **Equity:** Defending fair play, fair go for all, mitigating barriers that disadvantage any from improving their life through Basketball.
- **Inclusion:** Practice inclusion, safeguarding so that each individual stays interested in Basketball.
- **Identifying and mitigating** all barriers to continuously improve and practice this policy.

4. Guiding Principles

- **Respect and Dignity for everyone**
- **Participation and Competition:** Encourage a dynamic balance between participation and competition throughout the Basketball lifecycle.
- **Trust and Integrity:** Practice integrity, to build and maintain trust among participants, stakeholders, and public.
- **Culture and Awareness:** Celebrate cultural diversity, learn and promote culturally safe practices, with everyone including regional, and First Nations peoples.

- **Zero Tolerance:** Discrimination, harassment, bullying or vilification based on any member protected attribute will be subject to disciplinary action, while everyone continuously risk assesses policy breach prevention and safeguarding practices to improve DEI outcomes.

5. Legal and Policy Framework

This policy aligns with and supports compliance with relevant legislation, policies including:

- *Equal Opportunity Act 1984 (WA), Fair Work Act 2009 (Cth)*
- *Racial Discrimination Act 1975 (Cth), Sex Discrimination Act 1984 (Cth)*
- *Disability Discrimination Act 1992 (Cth), Australian Human Rights Commission Act 1986 (Cth)*
- *Work Health and Safety Act 2020 (WA), Working with Children (Criminal Record Checking) Act 2004.*
- *Privacy Act 1988 (Cth), Corruption, Crime and Misconduct Act 2003 (WA)*
- Basketball Australia Policies and National Integrity Framework

6. Roles and Responsibilities

Role	Responsibilities
CEO & Executive Management	Lead by example, ensure DEI is embedded in strategy and culture of Basketball, allocate necessary resources. Continue to publish DEI performance indicators in Annual Report.
Managers, Heads, their reportees including volunteers.	Continue to celebrate and practice DEI inclusive behaviours. Continue to identify breach of DEI policy and escalate to their immediate reporting officer as soon a breach is observed.

7. Breaches of This Policy

All reports will be handled confidentially and in accordance with the BA Complaints Policy.

Report at Online: <http://basketball.stoplinereport.com/> ; Telephone: 1300 304 550 ; Email: basketball@stopline.com.au

8. Review and Continuous Improvement

This policy will be reviewed every two years or earlier if required due to legislative or organisational changes.

9. Related Documents

BA Diversity & Inclusion Framework 2021-25

BWA Code of Conduct,

BWA Recruitment and Selection Procedure

BWA Grievance and Complaint Procedure will be absorbed by BA the procedure specified by BA.

The purpose of BWA Equal Opportunity Policy will be absorbed by the DEI Policy Rev2.

BWA Workplace Bullying and Harassment Policy

BA National Integrity Framework for Ethical Behaviour and Integrity in Basketball (NIF)

1. BA Code of Conduct for the Good Administration of Basketball (NIF Appendix 1)
2. BA Code of Conduct for Elite Level Participants (NIF Appendix 1a)
3. BA Member Protection Policy (NIF Appendix 5) ,
4. BA Child Safeguarding Policy (NIF Appendix 6) ,
5. BA Complaints Policy (NIF Appendix 7)

Reason for Revision	Owner	Approval Date	Effective Date	Version
Diversity & Equal Employment Opportunity (DEEO) Policy – page 9-10, the Employee Handbook Page 9/36	COO	01/09/2021	01/09/2021	1
Replace 1/9/21 DEEO policy version 1, with DEI Policy version 2 to expand the scope of the policy across BWA, Members, Associations.	COO	DD/MM/YYYY By BWA Board	DD/MM/YYYY	2