



AUSTRALIAN ICE RACING
INCORPORATED

DISABILITY POLICY

Approved 02.04.2005

Australian Ice Racing Inc (AIR Inc.) supports the right of people with disabilities to be involved in all facets of Ice Speed Skating including full and equitable participation in grass roots to elite level. It recognises its social and legal obligation to provide an accessible and inclusive environment for people with disabilities. AIR Inc. is bound by the *Commonwealth Disability Discrimination Act 1992* and the *NSW Anti-Discrimination Act 1977* and will act in accordance with the spirit and requirements of the legislation.

POLICY

1. AIR Inc. will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that people with disabilities are afforded reasonable opportunity to participate in all aspects of Ice Speed Skating.
2. All AIR Inc. members, employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment.
3. AIR Inc. will provide reasonable assistance to prospective people with disabilities to gain access to its programs and services.
4. AIR Inc. will provide reasonable adjustments to ensure that people with disabilities can successfully participate in all aspects of Ice Speed Skating.
5. People with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information which assists the AIR Inc. to fulfil its obligations. .
6. This policy will be regularly evaluated and revised using consultative mechanisms and practices to maintain relevant continuous improvement in programs, services and facilities for people with disabilities.