



Diversity Policy

Procedures number	Regulation 2	Version	1
Drafted by	Iain Fullagar	Approved by CEO on	20/2/20
Responsible person	CEO	Scheduled review date	17/1/22

- 1.1 Squash Australia (SqA), considers there are benefits to Squash and to SqA's members of:
- (a) diversity within SqA and within its governance and management (including volunteers); and
 - (b) the importance of being able to attract, retain and motivate directors, employees, members and volunteers from the widest possible pool of available talent;

SqA:

- 1.2 is committed to diversity at all levels**
- 1.3 recognises that diversity not only includes gender diversity but also includes matters of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity;**
- 1.4 acknowledges that in order to have a properly functioning and diverse organisation, discrimination, harassment, vilification and victimisation cannot and will not be tolerated;**
- 1.5 will ensure that recruitment and selection practices at all levels (from the board downwards) are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates;**
- 1.6 will identify and implement programs that will assist in the development of a broader and more diverse pool of skilled and experienced directors, employees**

and volunteers and that, over time, will prepare them for advancement within the organisation and/or the sport;

- 1.7 acknowledges that stakeholders that have roles within SqA at all levels may have domestic responsibilities and adopt flexible work practices that will assist them to meet those responsibilities; and**
- 1.8 will introduce key performance indicators that measure achievement of diversity objectives and link part of advancement and/or reward (either directly or as part of a “balanced scorecard” approach) to the achievement of those objectives.**