



Surf Life Saving Australia Policy

Policy Name:	Inclusive Organisation Policy
Policy Number:	6.22
Issued:	March 2010

1. Surf Life Saving Australia's Core Values

Surf Life Saving Australia Limited (SLSA) is committed to being an inclusive organisation dedicated to being open to all members of the Australian community and providing a safe environment for all who choose to participate in surf life saving activities.

SLSA's core values include equity, social responsibility and volunteerism. The motivation for surf lifesavers to give freely of their time is to be found in surf life saving environments that value:

- Safety and Support
- Caring and Camaraderie
- Trust and Teamwork
- Respect and Responsibility

2. Statement of Intent

The SLSA Inclusive Organisation Policy aims to ensure that opportunities exist for all Australians to be involved in surf life saving and that all who are involved will be treated with respect and dignity within safe, supportive environments.

This policy is the national policy for Surf Life Saving. It will be implemented by SLSA through its State Centres, Branches and Clubs.

3. Policy Statement

Surf Life Saving Australia is committed to the being an inclusive organization open to all who wish to participate regardless of age, gender, disability, cultural and linguistic background or sexual orientation.

*It is dedicated to providing a safe and nurturing environment for all participating in surf life saving activities by actively promoting the principles of **equal opportunity**, **social justice** and **cultural safety** so that all individuals are treated with respect and dignity.*

4. Key Principles

In promoting an organisational environment in which all individuals are treated with respect and dignity, SLSA's Inclusive Organisation Policy is underpinned by the key principles of **equal opportunity**, **social justice** and **cultural safety**. SLSA believes:

- Equal opportunity** is about ensuring that any person who wants to participate in surf life saving activities is provided with that opportunity.
- Social justice** is about ensuring all people receive a "fair go" by addressing the needs of marginalised groups in society as appropriate.
- Cultural safety** is about providing an organisational environment that respects, values and supports the cultural identity and well being of each individual. It involves shared respect, shared meaning, shared knowledge and experience, to enable learning together with dignity.

Surf Life Saving Australia

789 Botany Rd t. +61 2 9215 8000
Rosebery, NSW 2018 f. +61 2 9215 8180
Locked Bag 1010 w. sls.com.au
Rosebery, NSW 2018 ABN 67 449 738 159



5. Other SLSA Policies

In addition to this policy statement, SLSA have a number of other policies which aim to provide a safe and inclusive environment for members. These and all other SLSA policies can be found on the SLSA website (www.slsa.com.au)

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