



Australian Government
Sport Integrity Australia



SPORT INTEGRITY
AUSTRALIA



**Australian
Calisthenic
Federation**

ACF NATIONAL INTEGRITY FRAMEWORK

Inclusion Framework & Policy

Commencement Date 12 July 2024

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This ACF policy was adapted from Sport Integrity Australia, National Integrity Frame, Inclusion Framework & Policy, July 2024.

ACF INCLUSION FRAMEWORK

OUR COMMITMENT TO INCLUSION

The Australian Calisthenics Federation's (ACF) vision is simple: *To work together to lead a unified, thriving sport in Australia — the result of which is that "Australia knows and loves Calisthenics"*.

Our purpose is: *"For the Australian Calisthenics community to work together to get more Australians engaging with Calisthenics in meaningful and positive ways"*.

Our values are:

COLLABORATION: *Working together to achieve our goals — You, Me, Us.*

CONNECTION: *We inspire people to connect and participate.*

INCLUSION: *Means we respect each other, our sport, our potential and our differences.*

EXCELLENCE: Means being bold, brave & achieving results. Means we do everything we can to be better tomorrow than we are today.

The ACF's goal is to build participation and connection by creating an inclusive Calisthenics community, where all Australians feel welcome, have equal opportunities and are treated with respect.

The ACF currently operates in an era of significant social and cultural change. In a time punctuated by the Black Lives Matter, Me Too and Marriage Equality movements, the delivery of the National Disability Insurance Scheme, a welcome increase in the focus on child safety in institutional settings, and many other movements focusing on decreasing barriers facing minority groups – the issues affecting sport are complex and many.

In this context the ACF accepts the important role it can play in building a healthier, safer, more welcoming

and more connected society through Calisthenics, and the Inclusive Calisthenics Framework will be our guide for achieving this.

The ACF equally acknowledges that with limited resources, numerous priorities and a rapidly changing environment, we cannot do everything. As such, the ACF will commit to initiatives that "move the dial" on inclusive culture and practice, in an effort to achieve our purpose – *"For the Australian Calisthenics community to work together to get more Australians engaging with Calisthenics in meaningful and positive ways"*.

A key example of how we are "moving the dial" in the inclusion space is the ACF's early 2024 removal of restrictions for males over the age of 14 years to compete in Calisthenics. This is an important element of making Calisthenics truly accessible and welcoming to more people, but there is more work to do!

The ACF Inclusion Framework, and the Inclusion Policy within it (refer Appendix 1) are designed to provide a policy platform that is current, relevant and reflects today's society.

Chair's Statement

As a sport for all, the ACF is committed to providing an environment for everyone, free from discrimination where each individual has equal opportunities and is treated with respect.

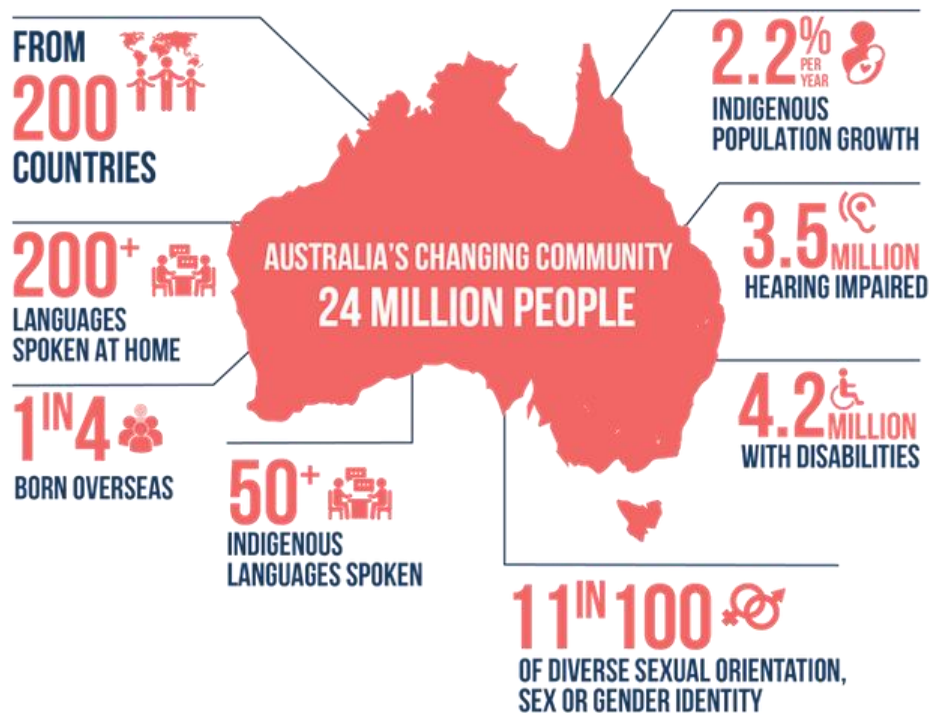
Every participant, including competitors, parents and guardians, coaches, adjudicators, examiners, volunteers, and administrators should promote inclusivity within Calisthenics at every opportunity.

Kerry Sargent

ACF Chair

THE CHALLENGE & OPPORTUNITY – OUR INCREASINGLY DIVERSE NATION

The demographic make-up of the communities in which Calisthenics operates has changed dramatically over the last decade. Australia is becoming increasingly culturally diverse, and we are getting older. In addition, population groups which have historically been marginalised and disadvantaged, such as people with a disability, LGBTI+ communities, Indigenous Australians and women, command greater respect, acknowledgment and involvement in society (and in sport and active recreation) today than at any other point in Australia's history.



Our Increasingly Diverse Membership

Calisthenics has a proud egalitarian history, with many positive outcomes in the inclusion space already achieved, including having males under the age of 14 as members for many years; having participants/athletes, coaches, parents, adjudicators, examiners and administrators representing many different cultural backgrounds; and more recently, opening the sport to male participants over the age of 14 years. We are proud of our work in the inclusion space, however there is more to be done!

The ACF is aware of the broad range of barriers that can prevent or discourage people from diverse market segments getting involved in Calisthenics. These include, but are not limited to: cost, uniform policies, lack of role models, negative attitudes, discrimination, stereotyping, lack of understanding, lack of confidence, and lack of accessibility. Our Inclusion Framework sets the platform from which ACF will develop and deliver a suite of inclusion strategies designed to “get more Australians engaging with Calisthenics in meaningful and positive ways”.

OUR GUIDING PRINCIPLES

7 Pillars Of Inclusion

The 7 Pillars of Inclusion is a broad model developed by Play by the Rules to give sports clubs and associations a starting point from which to address inclusion and diversity. The 7 Pillars model takes a helicopter view of inclusion, focusing on the commonalities of inclusion and the habits that drive change. They are the key ingredients that make inclusion happen. They are the common elements that contribute to making sport and physical activity programs reflective of the communities we live in. They help make our sport safe, fair AND inclusive.

1.	ACCESS: Access explores the importance of a welcoming environment and the habits that create it.
2.	ATTITUDE: Attitude looks at how willing people are to embrace inclusion and diversity and to take meaningful action.
3.	CHOICE: Choice is all about finding out what options people want and how they want to get involved.
4.	PARTNERSHIPS: Partnerships looks at how individual and organisational relationships are formed and how effective they are.
5.	COMMUNICATION: Communication examines the way we let people know about the options to get involved and about the culture.
6.	POLICY: Policy considers how an organisation commits to and takes responsibility for inclusion.
7.	OPPORTUNITIES: Opportunity explores what options are available for people from disadvantaged backgrounds.

Human Rights Approach

Respect for human rights is the cornerstone of strong communities in which everyone can contribute and feel included. The ACF will apply a human rights approach to policy development and decision making in the inclusion space, ensuring legal responsibilities are met when it comes to dealing with discrimination, harassment and safety.

Social Model Of Inclusion

The Social Model of inclusion acknowledges that it is barriers in society (attitudes, structures and systems) that cause disability, disadvantage and exclusion. ACF accepts responsibility for reducing and removing barriers so that all people can access and participate in Calisthenics.

Whole of Calisthenics Approach

The ACF recognises that the Calisthenics community is represented by a range of member organisations and local providers, each responsible for various aspects of Calisthenics delivery. The Inclusive Calisthenics Framework is intended to provide guidance and support beyond the ACF, allowing a more consistent national direction to be fostered as this relates to inclusion in Calisthenics. Additionally, the ACF will maintain an inclusion 'influencers' network that will see responsibility for inclusion outcomes embedded across the whole Calisthenics community.

OUR INTEGRITY POLICIES, GUIDELINES & CODES

Our policies, guidelines and codes are an essential part of our commitment to preventing and addressing inappropriate and unlawful behaviour that excludes, vilifies, or harms.

Integrity in sport means that athletes, supporters and fans can participate in and celebrate sport, confident in the knowledge that they are part of a safe, ethical and inclusive environment. ACF works closely with Sport Integrity Australia, the national agency established to protect sport against integrity threats and has developed a suite of policies designed to safeguard Calisthenics.

ACF National Integrity Framework related policies include:

- ACF Inclusion Framework & Policy
- Safeguarding Children and Young People
- Member Protection
- Complaints, Disputes and Discipline
- Competition Manipulation and Sport Wagering
- Improper Use of Drugs and Medicine
- Australian National Anti-Doping Policy
- Anti-Doping Education Plan

OUR PROGRAMS, PRODUCTS & PARTNERSHIPS

Programs And Products

The ACF offers a range of programs and products that advance our inclusion objectives and provide opportunities for everyone to get involved in Calisthenics at the level and in the way they choose.

Through the Inclusive Calisthenics Framework, we will ensure all programs designed and delivered by ACF consider the diverse needs of participants and provide opportunities and choices that meet individual needs, while being safe for all, especially children and young people. Where appropriate and achievable, ACF will design and deliver programs that specifically serve under-represented groups to reduce inequities, raise awareness and celebrate diversity.

Partnerships

The ACF partners with a range of organisations to advance our inclusion goals and seeks to continually strengthen these relationships into the future. Partners include our State Member Associations, Calisthenic clubs, the Australian Sports Commission, Sport Integrity Australia, State Governments and others.

GLOSSARY

ABORIGINAL – the terms “Indigenous”, “Aboriginal”, “Aboriginal and Torres Strait Islander” (ATSI), or “first Australian”, are often used interchangeably to refer to the diverse groups of people indigenous to Australia.

CULTURALLY AND LINGUISTICALLY DIVERSE (CALD) – the terms ‘culturally and linguistically diverse’ (CaLD) and ‘non-English speaking background’ (NESB) are both commonly used to refer to all of Australia’s non-Indigenous ethnic groups, other than the English-speaking Anglo-Saxon majority.

CULTURE – can be described as the personality of an organisation or ‘the way we do things around here’. It guides how a club or association operates, and in turn, how its members normally behave.

DISABILITY – a disability can generally be defined as a condition which may restrict a person’s mental, sensory or mobility functions to undertake or perform a task in the same way as a person who does not have a disability.

DIRECT AND INDIRECT DISCRIMINATION – direct discrimination occurs if a person treats someone unfavourably because of a personal characteristic protected by law (such as race, gender, disability). Indirect discrimination occurs where a requirement, condition or practice is imposed that, on the face of it applies equally to all, but in practice can only be met by certain advantaged people.

DIVERSITY – the concept of diversity encompasses acceptance and respect. It means understanding that everyone is unique and recognising our individual differences.

EQUALITY – refers to being equal, especially in status, rights, or opportunities.

LGBTI+ – stands for lesbian, gay, bisexual, transgender/transsexual and intersex. The plus (+) represents all the other gender and sexuality expression that exist.

INCLUSION – providing a range of options to cater for people of all ages, abilities, and backgrounds, in the most appropriate manner possible.

MIGRANT/REFUGEE/ASYLUM SEEKER – a migrant is someone who leaves their country of origin voluntarily to seek a better life for a range of personal and economic reasons. The United Nations definition of a refugee is a person who is ‘outside their home country because they have suffered (or feared) persecution on account of race, religion, nationality, political opinion or because they are a member of a persecuted social category of persons, or because they are fleeing a war’. An asylum seeker is a person who has sought protection as a refugee, but whose claim for refugee status has not yet been assessed.

POSITIVE DISCRIMINATION/AFFIRMATIVE ACTION – a range of measures or initiatives intended to redress the effects of past discrimination.

SOCIAL INCLUSION – is about making sure that all children and adults can participate as valued, respected and contributing members of society.

APPENDIX 1 – ACF INCLUSION POLICY

1. INTRODUCTION

This Inclusion Policy defines the position and commitment of the Australian Calisthenics Federation (ACF) relating to ensuring all people are welcomed, valued and celebrated in Calisthenics at all levels in Australia. It also outlines the related Policies and Procedures that support the Policy.

2. RATIONALE

Australia is an increasingly diverse nation. Communities are looking for sport and active recreation options that celebrate diversity, promote inclusion and most importantly, provide people with a sense of connection and belonging. However, many people face barriers to engaging with organised sport and active recreation.

Research shows that some population groups experience disadvantage and discrimination and participate in sport at far lower rates compared to the general population. ACF acknowledges that the organisation, and Calisthenics more broadly, must take proactive steps to ensure all people are welcomed into Calisthenics and are given the opportunity to connect with and participate in Calisthenics in meaningful and positive ways, regardless of gender and gender identity, sexual orientation, socioeconomic status, language, race, ethnicity, culture, national origin, religious observance, age, and/or disability status.

3. PURPOSE

The purpose of this policy is to support and facilitate an inclusive environment that embraces diversity across all elements of the Australian Calisthenics community. It sets out ACF's commitment to ensure everyone bound by the policy is treated with respect and dignity and is protected from provocation, discrimination and abuse.

All ACF 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.

ACF will provide reasonable adjustments to programs and regulations to ensure that people of all sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs and life stage/age, can successfully participate in all aspects of Calisthenics.

ACF will directly or indirectly provide education opportunities to ensure coaches, adjudicators, examiners and clubs can be confident in creating an inclusive and welcoming environment at all times.

4. POLICY COVERAGE

This policy applies to all ACF areas of authority and applies to everyone involved in the activities of ACF including Directors, Committee members, staff, volunteers, participants/athletes, coaches, adjudicators, examiners, administrators, parents and other stakeholders.

4.1. Defining Diversity, Equity and Inclusion Diversity

Diversity

Diversity describes the varied attributes, capabilities, experiences and identities of all people. This includes but is not limited to gender and gender identity, sexual orientation, socioeconomic status, language, race, ethnicity, culture, national origin, religious observance, age, disability status.

Equity

Equity describes the pursuit of fairness and justice for all people and recognises that some people experience advantage and privilege while others experience disadvantage and barriers. Equity is a process that begins by acknowledging that unequal starting place and makes a commitment to correct and address the imbalance by responding to the causes of disadvantage and addressing barriers.

Inclusion

Inclusion describes proactive and deliberate efforts to remove barriers, eliminate discrimination and create opportunities for participation so that all people are welcomed, feel safe and that diversity is acknowledged, valued and celebrated.

LGBTQI+

An initialism which stands for Lesbian, Gay, Bisexual, Transgender, Queer and Intersex. It is used to refer collectively to these communities. The 'LGB' refers to sexuality/sexual identity; the 'T' refers to gender identity; and the 'I' refers to people who have an intersex variation. 'Q' can refer to either gender identity or sexuality.

5. GOALS

The following describe ACF's broad goals related to diversity, equity and inclusion.

- All Australians feel welcome, safe, valued and celebrated in Calisthenics.
- All Australians can participate in their role and at the level of their choice and capabilities in Calisthenics.
- Australia's diversity is reflected in ACF's membership, workforce and leadership.
- Calisthenics is a safe activity free from discrimination, vilification, harassment and abuse.

6. OUR STATEMENT OF COMMITMENT

- ACF believes that every Australian should be able to participate in Calisthenics in a welcoming and inclusive way. Every person should be treated with respect and dignity and protected from unfair treatment, discrimination, harassment and abuse.
- We recognise that people cannot enjoy themselves or perform at their best if they feel unsafe, unwelcome or are treated unfairly.
- ACF recognises that inclusion is about making sure Calisthenics reflects the diversity of the broader community and we are committed to working towards achieving this.
- We commit to developing clear strategies and policies to achieve inclusion and remove discrimination and we commit to establishing clear targets for measuring success.

- We commit to promoting a safe, welcoming and respectful culture where everyone can participate regardless of their individual attributes, capabilities, experiences and identities.
- We commit to informing, supporting and empowering our members and all others involved in Calisthenics in relation to inclusion and diversity issues.

In making this commitment we recognise that ACF has an important role to play in leading Calisthenics nationally towards ensuring everyone has the chance to participate in Calisthenics at the level and in the roles they choose.

7. GUIDING PRINCIPLES

The following principles, models and frameworks guide this Policy and ACF's inclusive approach and activities.

7.1. Social Model of Inclusion

The Social Model of inclusion acknowledges that it is barriers in society (attitudes, structures and systems) that cause disability, disadvantage and exclusion. ACF accepts responsibility for reducing and removing barriers so that all people can access and participate in Calisthenics.

7.2. Human Rights

Respect for human rights is the cornerstone of strong communities in which everyone can contribute and feel included. ACF will apply a human rights approach to policy development and decision making, ensuring legal responsibilities are met when it comes to dealing with discrimination, harassment and safety.

7.3. 7 Pillars of Inclusion

The 7 Pillars of Inclusion is a broad model developed by Play by the Rules and endorsed by the Australian Sports Commission. It provides a framework for sport organisations to address inclusion and diversity planning. The 7 Pillars focuses on the commonalities of inclusion for all people and the habits that drive change. The 7 Pillars guide how ACF plans for inclusion.

8. REPORTING NON-INCLUSIVE BEHAVIOURS

- The process for dealing with issues or complaints in relation to discrimination, vilification, harassment, abuse, or other non-inclusive behaviours, including how and where to lodge a complaint, is clearly outlined on the ACF National Integrity Framework page on the ACF website.
- Allegations of Prohibited Conduct under this Policy may be submitted to Sport Integrity Australia or Australian Calisthenic Federation and will be managed in accordance with the Australian Calisthenic Federation Complaints, Disputes and Discipline Policy. Sport Integrity Australia has jurisdiction to assess and investigate (if required) all matters that are deemed to be in-scope under this Policy.
- Complainants wishing to make an integrity complaint, or report should do so in writing to the ACF Board and/or via the Sport Integrity Australia online visit Integrity Complaint or Report Platform.

9. RELATED LEGISLATION, POLICIES

Relevant to this Inclusion Policy, ACF is bound by applicable legislation, including:

- [Racial Discrimination Act 1975](#)
- [Sex Discrimination Act 1984](#)
- [Human Rights Commission Act 1986](#)
- [Disability Discrimination Act](#)
- [Age Discrimination Act](#)

This inclusion policy should be read in conjunction with the following ACF Integrity Framework Policies and Procedures:

- [Safeguarding Children and Young People](#)
- [Complaints, Disputes and Discipline Policy](#)
- [Child Safeguarding - South Australian Addendum](#)
- [Member Protection](#)
- [Competition Manipulation and Sport Wagering](#)
- [Improper Use of Drugs and Medicine](#)
- [Australian National Anti-Doping Policy](#)
- [Anti-Doping Education Plan](#)

10. REVIEW, ADDITIONS OR AMENDMENTS

This policy will be evaluated bi-annually. In addition, recommendations for changes can be submitted at any time to the ACF Board. If a change is consequently required, this will be tabled for discussion at the next board meeting. All changes to policy will be communicated with ACF staff, state associations and clubs, and the revised policy made available on the ACF website.

11. RELEVANT WEBSITES

- [ACF National Integrity Framework](#)
- [Play by the Rules](#)
- [Sport Integrity Australia](#)

RESPONSIBILITIES

Role/Portfolio	Responsibility
Board	<ul style="list-style-type: none"> ➤ Review the ACF Inclusion Framework & Policy as per the ACF Annual Board Schedule
National Operations Manager	<ul style="list-style-type: none"> ➤ Assist with the development of review procedures required to carry out policies. ➤ Ensure the current version of policy is listed on the website.
Member States	<ul style="list-style-type: none"> ➤ 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.
Standing Committees	<ul style="list-style-type: none"> ➤ 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.

RELATED DOCUMENTS

The following documents may be used as reference information for the deployment of this policy/procedure:

Reference	Title	Identifier
(1)	ACF Safeguarding Children & Young People Policy	ACF-076-POL
(2)	ACF Child Safeguarding Policy – South Australian Addendum	ACF-071-POL
(3)	ACF Member Protection Policy	ACF-011-POL
(4)	ACF Complaints, Disputes & Discipline Policy	ACF-072-POL
(5)	ACF Competition Manipulation & Sport Gambling Policy	ACF-073-POL
(6)	ACF Improper Use of Drugs & Medicine Policy	ACF-073-POL
(7)	ACF Anti-doping Education Plan	ACF-070-POL

Version	Date Endorsed	Approved By
Version Control Table – ACF Inclusion Framework		
Ver 001	12 July 2024	ACF Board
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AUTHORISATION

Kerry Sargent

Signature of ACF Chair

Date of Approval by the Board – 12 July 2024

Australian Calisthenics Federation