

PANSA Inclusion and Access Policy

INTRODUCTION

PANSA is committed to creating an inclusive environment that respects and supports people of all abilities. We believe everyone has the right to participate in sports and cultural activities. This policy ensures all our programs and events are accessible to everyone.

OBJECTIVE

Our objective is to promote equality and accessibility across all PANSA activities by:

- Removing barriers to participation in sports and cultural programs.
- Providing leadership opportunities for all members, including those with disabilities.
- Ensuring a safe, welcoming, and inclusive environment for all participants.

SCOPE

This policy applies to all PANSA members, volunteers, staff, and participants in any program or event.

IMPLEMENTATION

- **Accessibility:** We choose event venues with accessibility features that meet or exceed standards. Event information will detail accessibility options, with accommodations available upon request.
- **Training and awareness:** Staff and volunteers receive training on inclusivity and disability awareness, focusing on communication and emergency procedures. Regular workshops will educate our community on supporting individuals with disabilities.
- **Communication:** We will make our resources accessible to people of all abilities and we encourage people with different communication needs to advise us when they seek documents or pages or other information in a separate format to enable the document to be user-friendly.
- **Feedback and continuous improvement:** We will collect feedback on our inclusion efforts and regularly update our policies based on community input and legislative changes.

COMPLIANCE AND MONITORING

Every PANSA member, staff, and volunteer must comply with this policy. Non-compliance may lead to education or disciplinary actions. The delegate in charge of inclusion and access will monitor compliance and report annually to the PANSA Board, recommending any necessary changes.

CONCLUSION

PANSA aims to foster a diverse and inclusive community where everyone can participate in and contribute to sports and cultural activities. This Ability Inclusion Policy reaffirms our commitment to accessibility and inclusion for all.

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