

MELBOURNE UNIVERSITY SOFTBALL CLUB STATEMENT OF INCLUSION

This document is a statement of inclusion that applies to all members of the Melbourne University Softball Club (MUSC). MUSC is an affiliate club under Melbourne University (MU) Sport and as such abides under all MU Sport policies. This statement will be reviewed and updated as MUSC progresses towards providing a safe and inclusive space for all.

As referred to in the MUSC Code of Conduct, MUSC has a gender-inclusive policy which aligns to the [Melbourne University LGBTQIA+ Inclusion Policy](#) by upholding a zero tolerance approach towards discriminatory behaviour based on sexual orientation, gender identity or intersex status. This includes practices such as respecting non-binary pronouns and giving members the option to use a preferred name other than what is required by official association or state-body registration.

In addition to University of Melbourne policies, MUSC also falls under the umbrella of Softball Australia and Softball Victoria, and thereby abides by the [Equal Opportunity Act 2010](#). The Act dictates that it is against the law to discriminate against a person on the basis of their gender identity or sexual orientation.

Above all, MUSC wants all members to feel safe and supported throughout their time at the club, both on and off the field. If at any time a club member feels uncomfortable, excluded or discriminated against as a result of their gender identity or sexual orientation during a club event - inclusive of training, matches or social activities - they are encouraged to speak to the Pride and Diversity Ambassador or our Player Advocates where the issue will be addressed promptly.

MUSC enthusiastically welcomes members who identify under the trans genderqueer/non-binary umbrella to participate, and the MUSC training facilities are inclusive of all genders. MUSC player jerseys are also able to be made in alternate styles and sizes to cater to all.

In 2020 MUSC has several goals in respect to promotion of diversity and inclusion. These include:

- Advocating the Melbourne Softball Association to adopt the tenets of our Inclusion Policy, and by extension implementing inclusive signage for the clubroom bathrooms and altering their registration form gender section to replace 'other' with 'different identity'
- Running our second annual Pride Match in October this year
- Appointing a member to undertake LGBTQIA+ inclusion and ally training through the year, with key aspects to be relayed back to the committee and club members
- Providing guidance to members who may be unfamiliar with LGBTQIA+ terminology and its use with an informal information session at the beginning of the season
- Increasing the number of gender-diverse players in the club and providing them with a safe, welcoming and inclusive space to play softball