

Model Aeronautical Association of Australia



Disability Access and Equity Policy

Date: 22 January 2017

1. INTRODUCTION

- (a) The Model Aeronautical Association of Australia (**MAAA**) is committed to providing equal opportunity to all individuals to MAAA's services and facilities.
- (b) MAAA recognises that it is unlawful and improper to treat those with a disability less favourably than those without a disability. This disability access and equity policy (**Policy**) has been adopted by MAAA so that individuals of all abilities are able to access MAAA's benefits equally.
- (c) In this Policy, Disability should be construed broadly and includes, but is not limited to, physical, intellectual, sensory and psychiatric disabilities.

2. WHO THE POLICY APPLIES TO

The Policy applies to:

- (a) the MAAA executive and council;
- (b) employees and volunteers of MAAA or any of its member associations and clubs;
- (c) members of MAAA, including ordinary members, life members, associate members, honorary and probationary members;
- (d) member groups such as National Special Interest Groups and Special Interest Groups;
- (e) subcommittees and working parties which may be formed from time to time;

- (f) clubs affiliated with MAAA;
- (g) any other person or organisation that is a member of or affiliated with the MAAA; and
- (h) parents, guardians, family members and visitors who from time to time participate in the activities of the MAAA and the activities of its members, to the full extent that is possible.

3. LEGAL POSITION ON DISCRIMINATION

- (a) MAAA is committed to upholding its legal responsibilities in relation to discrimination to ensure individuals with a disability who wish to access MAAA's services are able to do so without unfair disadvantage.
- (b) MAAA will take reasonable steps to ensure individuals involved in delivering MAAA's services at any level (for example staff and volunteers) fulfil their legal requirements in relation to ensuring the provision of equal opportunities for those with a disability.

4. MAAA POSITION STATEMENT

- (a) As set out in the MAAA Member Protection Policy (**MPP**), MAAA prohibits discrimination and is committed to ensuring individuals who are accessing its services are doing so fairly and free of harassment or discrimination. In addition to the MPP, MAAA:
 - (i) supports the rights of people with disabilities to participate in sport and recreational activities;
 - (ii) encourages and supports individuals who wish to access MAAA's services to do so equally and free from any harassment;
 - (iii) recommends its members and clubs, should take all reasonable steps to accommodate those with disabilities;
 - (iv) considers that safety is to be the overarching factor in all decisions in respect of disabilities and all affiliated clubs must provide a safe environment for all in attendance;
 - (v) is committed to reducing discrimination and inequity; and
 - (vi) understands the importance of education of staff and volunteers of MAAA to provide equitable access to MAAA's facilities.

5. MINIMUM STANDARDS FOR MAAA

In relation to its operation as a national governing body, MAAA will ensure that:

- (a) it takes all reasonable steps to identify and eliminate unlawful discrimination or harassment of individuals with disabilities;
- (b) provides reasonable assistance to individuals with disabilities to access the facilities and services;

- (c) MAAA's employees and volunteers will take reasonable steps to remove barriers that may exist which prevent equitable access for all to MAAA's activities;
- (d) MAAA devotes time to considering how its operations and activities may be best structured to reduce inequity; and
- (e) promotes the education by clubs of their members on issues of disability, discrimination and equity of access.

6. GUIDELINES FOR CLUBS

- (a) MAAA recognises that its affiliated clubs are diverse in terms of facilities, resources and membership. On that basis, rather than implement requirements for clubs to meet, MAAA has set out some areas in which MAAA considers clubs could consider when seeking to ensure equitable access for all abilities. On that basis, MAAA considers that when looking to accommodate the needs of those with a disability, where practical and reasonable to do so, clubs should consider:
 - (i) disabled toilet access;
 - (ii) ramp access;
 - (iii) disabled parking areas;
 - (iv) access to canteen, kitchen or other food/beverage facilities;
 - (v) access to viewing areas;
 - (vi) minimum fonts (to accommodate eyesight disabilities); and
 - (vii) use of brail.
- (b) Clubs should also consider:
 - (i) the education of staff and volunteers; and
 - (ii) developing strategies to reduce any inequity or restrictions on the ability of all individuals to equally access its facilities.
- (c) The above guidelines are intended to operate as a guide to illustrate areas of a club where access for all abilities may be enhanced.

7. COMPLAINTS AND DISPUTE RESOLUTION

Any individual who feels as if they have been treated unfairly or disadvantaged by virtue of a disability may make a complaint. Complaints will be handled in accordance with the procedures in the MPP.