Victorian Tasmanian Parachute Council

GENDER INCLUSION AND EQUALITY POLICY

Document Overview

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Approved By:	VTPC Executive Committee vtpc_committee@outlook.com
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Version History

Version	Description	Effective Date
1.0	Policy created	October 2024
2.0	Expanded to include broader diversity and updated guidelines	May 2025

Victorian Tasmanian Parachute Council

GENDER INCLUSION AND EQUALITY POLICY

1. Purpose

The Victorian Tasmanian Parachute Council (VTPC) is committed to fostering an inclusive, safe, respectful, and equitable environment for everyone involved in skydiving across Victoria and Tasmania.

This policy establishes our commitment to gender inclusion and equality, while also affirming our broader goal of nurturing a community that values and respects diversity in all its forms.

2. Scope

This policy applies to all individuals who are part of, or participate in, activities supported or overseen by the Victorian Tasmanian Parachute Council (VTPC), as outlined in the Australian Parachute Federation's Area Council Charter.

This includes VTPC committee members, volunteers, coaches, instructors, general members, and skydiving staff working at locations within the VTPC region. The policy applies across all relevant environments, including drop zones, training facilities, events, meetings, and online platforms.

3. Policy Statement

The VTPC is committed to advancing gender equity and inclusion by supporting fair access, participation, and representation for women and gender-diverse individuals across our skydiving operations and communities. We strive to maintain an environment that is inclusive, supportive, and free from discrimination, harassment, and bias, where all individuals feel safe, respected, and valued.

We recognise that people's experiences are shaped by a range of factors including race, ethnicity, age, culture, disability, and sexual orientation. Our commitment to gender inclusion is part of a broader responsibility to respect, encourage, and celebrate all forms of diversity within the skydiving community in Victoria and Tasmania.

This policy sets out the VTPC's expectations and responsibilities in upholding these values. It provides a framework to guide inclusive behaviours, communication, and continuous improvement across all VTPC actions and initiatives.

4. Definitions

Gender identity is a person's internal understanding of their gender, which may or may not align with the sex assigned to them at birth. This includes identities such as male, female, transgender, non-binary, genderqueer, and others.

Gender expression is the external presentation of a person's gender through behaviour, clothing, hairstyle, voice, mannerisms or other characteristics. It may or may not conform to societal expectations.

Diversity refers to the variety of differences among people, including but not limited to gender identity, sexual orientation, race, ethnicity, age, culture, and disability. Gender diversity is part of this spectrum and includes a range of identities such as male, female, transgender, non-binary, and genderqueer.

Inclusion refers to creating environments where all individuals feel respected, valued, and able to participate fully, regardless of their identity, background, or personal characteristics.

Equality is the state in which all individuals are treated equally, with the same rights and opportunities, regardless of their identity or background.

Equity means ensuring fair treatment, access, and opportunity for all individuals. It recognises that people may require different levels of support or resources to achieve equitable outcomes.

5. Guidelines

5.1 Respectful Communication

- Use inclusive and respectful language that acknowledges all identities and expressions.
- Avoid making assumptions about a person's gender, background, or personal characteristics.
- Address individuals using their stated names and pronouns. If uncertain, ask politely.
- Encourage a culture where inclusive language is normalised and corrections are made respectfully when needed.

5.2 Participation and Membership

- All individuals have the right to participate in VTPC-supported activities in a manner consistent with their affirmed identity.
- Participation should be inclusive, free from discrimination or bias, with all members feeling welcomed and supported.
- VTPC recognises that achieving equity may require different forms of support or accommodation to enable full and fair participation.
- Where equipment is provided, skydiving operations should aim to ensure it is accessible and suitable for a diverse range of body types and sizes, including those of women and gender-diverse individuals.
- Training, instruction, and coaching should be inclusive and respectful of all identities, and adaptable to support different abilities, learning styles, and experience levels.

5.3 Incident Reporting and Support

- Discrimination, harassment, or exclusion based on gender identity, sexual orientation, or any other personal attribute should be reported to the Member Protection Information Officer (MPIO) at harassment@vtpc.org.au.
- All reports will be managed confidentially, respectfully, and in line with VTPC's Member Protection Policy.
- Individuals can also report directly to the Australian Parachute Federation at apf@apf.com.au.
- All members are encouraged to support a culture where concerns can be raised safely and constructively.

5.4 Policy Implementation and Accountability

- This policy applies across all VTPC activities, including events, training, meetings, and online engagement.
- VTPC will actively promote awareness of this policy and provide guidance and support to help individuals uphold its principles.
- VTPC Committee Members are expected to model inclusive behaviours and respond promptly to concerns.

5.5 Review and Compliance

- This policy will be reviewed annually to ensure relevance, effectiveness, and compliance with legal and community standards.
- Failure to comply with the policy may result in disciplinary action, including exclusion from VTPC-supported activities or termination of VTPC membership.