



# DISABILITY POLICY

## Preamble

Target Rifle Australia Limited supports the rights of people with disabilities to be involved in all facets of shooting including full and equitable participation from grass roots to the elite level. It recognises its social and legal obligations to provide an accessible and inclusive environment for people with disabilities. Target Rifle Australia Limited is bound by the *Commonwealth Disability Discrimination Act 1992* and will act in accordance with the spirit and requirements of the legislation.

Target Rifle Australia Limited is committed to creating pathways for athletes with a disability by breaking down the barriers to participation within the sport of shooting through the use of policy development, coach and administrator education, development programs, partnerships and promotion.

## Policy

1. Target Rifle Australia Limited will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that people with disabilities are afforded reasonable opportunity to participate in all aspects of shooting.
2. All Target Rifle Australia Limited employees and volunteers will, 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 in accordance with the Disability Action Plan for Shooting in Australia.
3. Target Rifle Australia Limited will provide reasonable assistance to people with disabilities to gain access to its programs and services.
4. Where appropriate, Target Rifle Australia Limited will provide modified rules and practices to ensure that people with disabilities can successfully participate in all aspects of shooting.
5. People with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information which assists Target Rifle Australia Limited to fulfil its obligations.
6. This policy will be regularly evaluated and revised using consultative mechanisms and practices to maintain relevant continuous improvement in programs, services and facilities for people with disabilities.