



Geraldton Amateur Basketball Association
Disability Action Plan



Geraldton Basketball Association

put a Bounce in your step



INTRODUCTION

Basketball Australia is committed to a policy of equal opportunity in the programs and services it provides. The aim of the Disability Discrimination Act (DDA) Action Plan is to ensure that necessary steps are taken to promote equitable access to all facets of Basketball Australia as can reasonably be provided. The Action Plan aims to assist in the elimination of discriminatory practices and conditions for people with disabilities by Basketball Australia. The Action Plan is an opportunity to formalise and ensure ongoing development of the current practices to improve the inclusiveness of services provided by Basketball Australia.

Project CONNECT is an excellent opportunity for Basketball Australia, the Australian Sports Commission, the Australian Paralympic Committee and all sporting organisations representing athletes with a disability to work together to provide the best possible opportunities for basketball players with a disability.

PAST, PRESENT AND FUTURE

Basketball Australia is a federation of basketball associations from each state and territory in Australia. In 2001, Basketball Australia united Australia's four national bodies (BA, NBL, WNBL & ABA) to form the "One Basketball" concept.

The One Basketball mission statement is,

"To provide all Australians with the opportunity to enjoy basketball in a fun and contemporary environment to the level of their choice and ability."

The One Basketball vision is:

Value for customers through high quality services consistently delivered

Making sure we have a strong and viable community base for the sport, including people infrastructure and resources

Success at the highest levels of international basketball for all of our teams

In the past, Basketball Australia has concentrated on elite level development for people with a disability. Basketball Australia's primary focus was on areas such as:

- Support of the National Teams
- Involvement in the Australian Junior Camp
- Participation in the National Junior Championships – Ivor Burge Championship

Project CONNECT now enables Basketball Australia to develop a holistic approach to playing, coaching, officiating and administering the game of basketball at all levels. For many years, Basketball Australia has worked hard to provide basketball players the best possible opportunities to participate in basketball. With the help of Project CONNECT, Basketball Australia hopes to provide these same opportunities to people with a disability.

In order to identify areas that Basketball Australia needed to improve on and areas in which work was already being carried out, State Associations were surveyed by Basketball Australia. Members of Basketball Australia and State Basketball Associations then formed a Reference Group and with consultation with the Australian Sports Commission (ASC), discussed survey results and Project CONNECT strategies in regular teleconferences. The findings from these surveys and the teleconferences constituted the basis of the Disability Action Plan (DAP).

The Project CONNECT Reference Group consists of the following:

Andrew Forbes – Programs Coordinator Basketball Australia

Mark Cartwright – Operations Manager, One Basketball Canberra

Kim Murphy – Audit Manager, Basketball NSW

Rebecca Fidrych – Basketball NT

Liz Fraser – Basketball Manager, Basketball Queensland

Graham Burns – Regional Services Manager, Basketball Queensland

Danny O'Brien – Development Manager, Basketball Association of South Australia

David Scott – General Manager, Basketball Tasmania

Karen Pearce – Participation Manager, Basketball Victoria

Tanya Lichocik – Executive Officer, Basketball WA

Kelli Chilton – Disability Education Manager, Sporting Wheelies and Disabled Association

Hamish MacDonald – Disability Sport Unit, Australian Sports Commission

Peter Downs – Disability Sport Unit, Australian Sports Commission

Already, Basketball Australia is involved in programs to help develop opportunities for basketball players with a disability that include:

- Support of the ITCP Coaching network
- Provision of coaching and officiating courses
- Implementation of pilot programs in a number of states/territories
- Regular communication and assistance to Ausrapid
- Regular communication and assistance to Special Olympics
- Local associations provide opportunities for integration of players with a disability to compete
- Opportunities in the Aussie Hoops program
- Support of events such as Gold Cup, State Championships

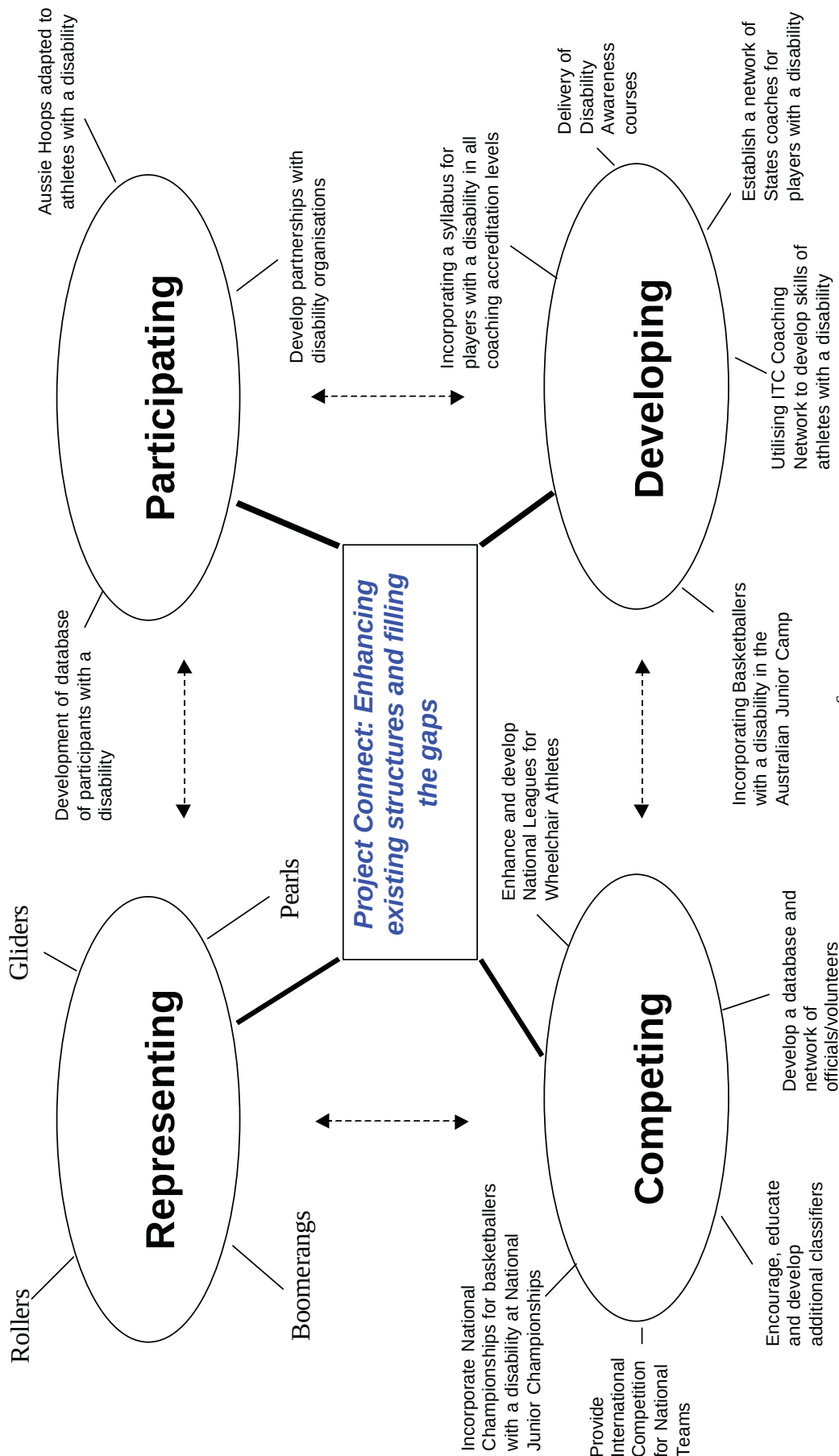
There are number of critical areas of work, fully documented in Figure 1 of this document, that have been identified by Basketball Australia that will build on its current actions. Broadly, these include:

- Building on the current programs (reviewing, improving and developing) Development of underpinning programs for the National Team Programs Creating participation opportunities for players with a disability
- Development of the support structures for servicing athletes with disabilities



FIG 1.

Basketball Australia's Integrated Disability Plan - Overview



DISABILITY DISCRIMINATION ACT

The Disability Discrimination Act (1992) makes discrimination on the basis of disability unlawful. It is also unlawful to discriminate against a person on the basis that one of her or his associates has, or may have, a disability. Disability is defined broadly to include:

- Total or partial loss of the person's bodily or mental functions, or
- Total or partial loss of a part of the body, or
- The presence in the body of organisms capable of causing disease or illness, or
- The malfunction, malformation or disfigurement of a part of the person's body, or
- A disorder or malfunction that results in a person learning differently from a person without the disorder or malfunction, or
- A disorder, illness or disease that affects a person's thought processes, perception or reality, emotions or judgement or that results in disturbed behaviour.

It covers disability that presently exists, previously existed but no longer exists, may exist in the future or is imparted to a person even if the person does not have a disability. The Act is about promoting a culture and environment where discrimination against people because of a disability is unacceptable and inappropriate. It discourages and prohibits types of behaviour that discriminates against people with a disability and attempts to provide for an equitable environment. There are specific provisions in the Act relevant to sport. A person with a disability must not be excluded from taking part in basketball if he or she is:

- Capable of playing the sport, or
- Selected to play the sport on the basis of his or her skills and abilities.

A person with a disability should also not be excluded from any administrative or coaching activities associated with the sport. For example, if a person with a disability has the necessary skills to compete in basketball competitively, he or she cannot be excluded because of asthma or a hearing loss. In addition, under the Act a person with a disability has a right to be a member of a club or association in the same way as a person without a disability. It is against the law for clubs and associations to discriminate against a person because of his or her disability. This means clubs and associations cannot:

- Refuse to accept an application for membership from a person with a disability,
- Provide membership on less favourable terms and conditions. For example, a club may want to offer a person with a disability part membership or charge that person more for membership,
- Limit a person's access to the benefits and activities offered by the club or association because that person has a disability. For example, restricting the activities a person with a disability can take part in or the hours he or she can use the club.

Section 28(3) contains a number of exemptions. Broadly speaking, discrimination against a person with a disability in a sporting activity is not unlawful if:

- The person is not reasonably capable of performing the actions reasonably required in relation to the sporting activity, or
- A sporting team is chosen by a selection process that is reasonable on the basis of the skills and abilities relevant to the sporting activity and relative to each other, or
- A sporting activity is conducted only for persons with a particular type of disability and the person does not have that disability.

Discouraging and prohibiting types of behaviour that causes discrimination is largely a question of awareness, education and training. This is the focus of the Project CONNECT Disability Action Plan. Unlawful discrimination within sport can be either direct or indirect. Both forms can be avoided through the provision of education and training programs that give providers a framework and clear strategies to address discrimination issues. Direct discrimination occurs when a person is treated less favourably because the person has a disability. Less favourable treatment means that

the person is disadvantaged and doesn't have the same opportunities or choices as a person without a disability. Indirect discrimination occurs where a 'condition' stops a person with a disability from doing something. A condition can include physical barriers, policies, practices, selection or admission criteria, rules or requirements. This Action Plan is a further step to ensure that direct or indirect discrimination does not occur.



RATIONALE

Inclusion is a process of adaptation, in which programs and procedures are modified to better serve the learning and participation requirements of participants with disabilities. It enables coaches, officials and administrators of Basketball Australia and its affiliated associations to welcome new players of all abilities and ensures that every athlete is challenged to learn and enjoy basketball.

Learning, socialisation, independence and safety are assured for the participant when all coaches, officials and administrators are aware of their role in the inclusion process.

Our commitment is to progress through the Action Plan and ensure that Basketball Australia and its affiliated associations over time will have information provided that is culturally appropriate and user friendly to all patrons. We also aim to enhance the opportunities for participation and to ensure the availability of trained staff to assist people with special needs.

This Plan will consider all people with disabilities including:

- People who are blind or have a vision impairment
- People with physical disabilities
- People with intellectual disabilities
- People with hearing impairments
- People with communication disabilities

AIMS

It is our aim, through the implementation, evaluation and review of the Basketball Australia Disability Action Plan, to:

- Reflect and promote the objectives of the Disability Discrimination Act (1992) and to provide people with disabilities equal access to services and facilities.
- Provide opportunities for people with disabilities to be involved and participate in basketball. Promote and market basketball as an accessible sport for people with a disability.
- Make available to people with disabilities a variety of options, similar to those offered to participants without disabilities, from recreational to competitive, from local to elite international standards.
- Improve participation, preparation and quality of coaching, officiating and administration of basketball competitions for athletes with a disability.
- Develop a network and structure, which will provide people with disabilities a sound direction to participate, compete and achieve.
- Promote Basketball Australia in order to increase the profile and community awareness. Increase the number of participants in basketball.
- Encourage generic clubs and associations to undertake or to be involved in programs for people with disabilities.
- Ensure participants with disabilities are seen as participants to reinforce their ability and skill level rather than their disability.
- Encourage the involvement of people with a disability in decision making processes regarding service delivery for people with a disability
- Accomplishments and positive attitudes developed on the playing field can have a positive impact on the quality of daily living for all participants.

REVIEW OF POLICIES AND PROGRAMS TO ACHIEVE THE OBJECTIVES OF SECTION 61 OF THE DISABILITY DISCRIMINATION ACT (DDA)

Basketball Australia is committed to a policy of equal opportunity in the services it provides. Basketball Australia will develop a formal disability policy for equal opportunity in the services they provide, thereby demonstrating their ongoing commitment towards eliminating discrimination. A policy entitled "Equal Opportunity for Participants with a Disability" would include statements that seek to abolish discrimination within Basketball Australia.

Basketball Australia is committed to:

- Ensuring that participants with disabilities are accorded complete and equitable access to opportunities provided by Basketball Australia as circumstances would reasonably allow.
- Accepting that it has a legal and moral responsibility to eliminate from its structures and practices any source of direct or indirect discrimination affecting participants with permanent or temporary disabilities.
- Working to achieve inclusive practices that meet the needs of all participants, including those with disabilities.
- Developing and implementing a Disability Action plan to ensure that it provides a physical and social environment in which participants with disabilities have access to all services provided by Basketball Australia. Key issues in achieving this vision through the Action Plan are detailed in the following section.
- The strategic plan of Basketball Australia should reflect this strong commitment to eliminating discrimination.
- This policy should be widely promoted and circulated to all clubs, members, coaches, officials and administrators of Basketball Australia.

KEY ISSUES AND STRATEGIES

Key Issue 1: Policy

"That Basketball Australia policy ensures accessibility to basketball competition and training programs throughout Australia"

Strategy: To ensure that inclusion of people with a disability becomes intrinsically a part of Basketball Australia's strategies

Key Issue 2: Awareness and Education

"That Basketball Australia (affiliated associations, referees, coaches and administrators) deliver quality services to basketball participants with a disability"

Strategy: Educate and prepare affiliated associations, clubs and service providers to include basketball participants with a disability in all levels of service delivery.

Key areas to be addressed are:

1. Associations and Administrators
2. Coaches
3. Officials

Key Issue 3: Development, Participation and Competition

"Basketball Australia will provide the opportunity for people with a disability to participate in basketball at all levels"

Strategy: Increase participation rates in basketball for athletes with a disability in all levels of service. Key areas to be addressed are:

1. Developmental
2. Competition (local, regional)
3. Competition (state, national)



BRONZE LEVEL STRATEGIES

Key Issue 1. Strategy	POLICY	Action	Performance Indicator	Time Frame	Responsibility	Cost
To ensure that inclusion of people with a disability becomes intrinsically a part of Basketball Australia's strategies	That Basketball Australia policy ensures accessibility to basketball competition and training programs throughout Australia	Include role of "Coordinator of programs for basketball players with a disability" in the job description of Basketball Australia's Programs Coordinator	Programs Coordinator coordinates Project CONNECT	August 2003	BA	
			Programs Coordinator ensures that Basketball Australia and all affiliated associations are aware of Basketball Australia's disability policy	2004 onwards	AF	
			Programs Coordinator is able to advise Basketball Australia affiliates in disability policy	2004 onwards	AF	
		Develop a Disability Action Plan for Basketball Australia through consultation with the Project CONNECT Reference Group	Action Plan completed and accepted by management	April 2004	BA Management	
		Develop a formal disability policy that is a public statement of Basketball Australia's commitment to eliminating discrimination	Disability and anti-discrimination policy endorsed by the BA Board.	August 2004	BA Board	
		Ensure all Basketball Australia policy is based on DDA principles, Equal Employment Office (EEO) policy, and has easily accessed complaints procedures	BA develops policies and complaints procedure in line with EEO policy	August 2004	BA Management	
		Consult with key contacts to develop strategy for affiliations between BA and affiliates and state and national disability sport organisations	3-4 teleconferences during 2004 with PC Reference Group.	March - October 2004	AF	\$1200
			1 face to face meeting and Inclusive Planning workshop conducted with Project CONNECT Reference Group	June 2004	AF	\$8800
		Incorporate the Disability Action Plan into Basketball Australia's strategic policy	Action Plan issues and recommendations incorporated into strategic policy/ plan	August 2004	BA Management	
		On successful completion of Bronze level strategies, submit Disability Action Plan to National Assessment Panel/HREOC	HREOC approval gained National PC Assessment Panel approval gained	June 2004 September 2004	AF AF	

BRONZE LEVEL STRATEGIES

Key Issue 2. AWARENESS and EDUCATION – That Basketball Australia (affiliated associations, referees, coaches and administrators) delivers quality services to basketball participants/players with a disability.				
Strategy	Action	Performance Indicator	Time Frame	Responsibility
Educate and prepare affiliated associations and service providers to include basketball participants with a disability in all levels of service delivery General awareness and information for: Associations and administrators	Launch Project CONNECT in Melbourne	Project CONNECT launch held	July 13, 2004	AF, NE
	Include information on basketball participants with a disability in current bimonthly Building Better Basketball newsletters for officials, coaches, administrators and referees	Information included on a regular basis		AF
	Create a draft resource kit to be accessible to targeted programs	Draft resource kit is created and made available to targeted programs	August 2004	AF
Coaches	Create a “features and benefits (F+B)” leaflet of coaching basketball participants with a disability	F+B produced and made available to pilot programs and 5 surrounding associations	June 2004	AF
	Promote coaching basketball participants with a disability in “X’s and O’s” coaches newsletter.	F+B displayed in “X’s & O’s”	June 2004	AF/NE
	Revise Level 1 Coach accreditation to be inclusive of athletes with a disability (particular focus on athletes with an intellectual disability, wheelchair athletes and deaf athletes)	Pilot coaching course is held in Queensland	June 2004	BQ – LF, GB
Officials	Create a “features and benefits (F+B)” leaflet of officiating disability sport	F+B produced and made available to pilot programs and 5 surrounding associations	June 2004	AF
	Promote officiating basketball participants with a disability in Officials newsletter	F+B displayed in Officials newsletter	August 2004	AF/NE
	Conduct pilot workshop in SA (Riverlands Association) and review officials accreditation program to be inclusive of athletes with a disability	Pilot workshop is held Accreditation program is reviewed	June 2004	BASA – DO’B



BRONZE LEVEL STRATEGIES

Key Issue 3. Development, Participation and Competition Basketball Australia will provide the opportunity for people with a disability to participate in basketball at all levels				
Strategy	Action	Performance Indicator	Time Frame	Responsibility
Increase participation rates in basketball for athletes with a disability in all levels of service delivery.	Target programs in 3 states which focus on a number of the following areas			
	Conduct "Train the Trainer" program (DEP module 1 or 6) for DO's and targeted club coaches who support the Aussie Hoops program.	"Train the Trainer" program conducted for DO's and targeted club coaches	January – August 2004	BV – KP
	Conduct inclusive AUSSIE Hoops program in targeted area utilising DO's and targeted club coaches.	Aussie Hoops program conducted in targeted area utilising DO's and targeted club coaches	August 2004	TP, KP
Developmental	Review Aussie Hoops manual to be inclusive of young people with a disability	Revision of Aussie Hoops manual complete	August 2004	AF/TP
	Include ID team as a part of the Australian Junior Camp	ID team attend Australian Junior Camp	January 2004	AF/LL
	Conduct competition day/round robin at Riverland and review impact of officials workshop	Riverland competition is conducted and report on impact of officials workshop complete	January – August 2004	BASA – DO'B
Competition (local, regional)	Facilitate involvement of athletes with a disability in current competitions	Benchmark involvement of athletes with a disability in targeted clubs	August 2004	DO'B
	Include Ivor Burge Tournament with the Under 20's national Championships	Ivor Burge Tournament held at the Under 20's national Championships	February 2004	LL
	Participate in Asia Oceania Cup in Shellharbour	Teams participate in tournament	22-27 March 2004	LL
Competition (state, national)	Conduct 2004 Australian Junior Wheelchair Basketball Championships in Penrith	Australian Junior Wheelchair Basketball Championships are conducted	18-24 April 2004	LL
	Gliders and Rollers enter Lakeshore Tournament, USA	Gliders and Rollers compete in tournament	21-23 June 2004	LL

SILVER LEVEL STRATEGIES - DRAFT

Key Issue 1.	POLICY	That Basketball Australia policy ensures accessibility to basketball competition and training programs throughout Australia			
Strategy	Action	Performance Indicator	Time Frame	Responsibility	Cost
Integration of Disability Action Plan into Basketball Australia's strategic planning process and documents	Monitor the implementation of the Disability Action Plan	Programs Coordinator continues to monitor and coordinate Project CONNECT	2004-05	AF	
	Regular consultation with the PC Reference Group	Disability Action Plan monitored at management meetings		BA Management	
		4 teleconferences and one face to face meeting held during 2005	March, May, July, October 2005	AF	\$7000
	Continue consultation with key stakeholders to continue development of strategies for affiliation between BA, affiliated associations and DSO's.	Continuing consultation with key stakeholders		AF	
	Ensure that affiliated organisations, clubs and service providers have a clear understanding of their obligations under the DDA and that policies and practices are non discriminatory.	Copies of all updated documents provided to all stakeholders		AF	
		Include DDA, EEO and anti-discrimination information in all future job descriptions and policies, as well as member and club handbooks about the provision of services in relation to the DDA.		BA Management	



SILVER LEVEL STRATEGIES - DRAFT

Key Issue 2. AWARENESS and EDUCATION – That Basketball Australia (affiliated associations, referees, coaches and administrators) delivers quality services to basketball participants/players with a disability.				
Strategy	Action	Performance Indicator	Time Frame	Responsibility
Educate and prepare affiliated associations and service providers to include basketball participants with a disability in all levels of service delivery General awareness and information for: General Public	Promote accessibility of basketball for participants with a disability	Ambassadors are selected	TBA	AF/NE
	Choose ambassadors to promote "Aussie Hoops For Everyone/ Basketball is for Everyone"	Posters are distributed to major associations around Australia	TBA	AF/NE
	Manufacture and distribute posters with ambassadors promoting "Aussie Hoops For Everyone"	Resource kit distributed to all state affiliates and major associations	TBA	AF
	Review resource kit and make necessary amendments	Resource Kit made available nationally	TBA	AF
Associations and administrators Coaches	Complete review of Level 1 Coaching Course material	Revised course material complete	TBA	TP
	Seek NCAS approval	NCAS approval gained	TBA	TP
	Conduct revised Level 1 Basketball Course in 2 other states	Draft module implemented in NCAS	TBA	TP
	Continue promotion in X's and O's	Regular articles in X's and O's	TBA	AF/NE
Officials	Complete review of Level 1 Officiating Course material	Revised course material complete	TBA	BM
	Seek NOAS approval	NOAS approval gained	TBA	BM
	Conduct revised Level 1 Officiating Course in 2 other states	Draft module implemented in NOAS	TBA	BM
	Continue promotion in "The Official Word" magazine	Regular promotion in "The Official Word" Magazine	TBA	AF/NE
				Cost

SILVER LEVEL STRATEGIES - DRAFT

Key Issue 3. Development, Participation and Competition: Basketball Australia will provide the opportunity for people with a disability to participate in basketball at all levels				
Strategy	Action	Performance Indicator	Time Frame	Responsibility
Increase participation rates in basketball for athletes with a disability in all levels of service delivery. 1. Development	Review Victorian trial program and amend where necessary	Revision of program complete and Aussie Hoops manual finalised	TBA	KP/AF/TP
	Facilitate linking young people with disabilities to targeted clubs in Victoria	Benchmark involvement of young people with disabilities in targeted clubs in Victoria	TBA	KP/AF
	Provide train the trainer workshops for Aussie Hoops DO's and coaches in each state	Aussie Hoops train the trainer workshops held in each state	TBA	TP
	Facilitate the involvement of athletes with disabilities in Aussie Hoops in targeted areas in each state	Benchmark involvement of athletes with disabilities in Aussie Hoops program	TBA	TP/AF
	Include ID team as a part of the Australian Junior Camp	ID team attend Australian Junior Camp	January 2005	AF
2. Competition (local, regional)	Review SA's inclusive competition structure and amend where necessary	Amended competition structures implemented in one association in each state	TBA	DO/B
	Implement into current competition structures			BM/AF
	Conduct officials training in one association in 2 other states			
	Conduct competition day/ round robin in one association in 2 other states			
	Facilitate linking of players to regular competition i.e. include disability events or individual athletes in current competitions in one association/ targeted centre in these 2 states			
				\$20000



SILVER LEVEL STRATEGIES - DRAFT

Key Issue 3. Development, Participation and Competition: Basketball Australia will provide the opportunity for people with a disability to participate in basketball at all levels				
Strategy	Action	Performance Indicator	Time Frame	Responsibility
Increase participation rates in basketball for athletes with a disability in all levels of service delivery. 1. Development	Review Victorian trial program and amend where necessary	Revision of program complete and Aussie Hoops manual finalised	TBA	KP/AF/TP
	Facilitate linking young people with disabilities to targeted clubs in Victoria	Benchmark involvement of young people with disabilities in targeted clubs in Victoria	TBA	KP/AF
	Provide train the trainer workshops for Aussie Hoops DO's and coaches in each state	Aussie Hoops train the trainer workshops held in each state	TBA	TP
	Facilitate the involvement of athletes with disabilities in Aussie Hoops in targeted areas in each state	Benchmark involvement of athletes with disabilities in Aussie Hoops program	TBA	TP/AF
	Include ID team as a part of the Australian Junior Camp	ID team attend Australian Junior Camp	January 2005	AF
2. Competition (local, regional)	Review SA's inclusive competition structure and amend where necessary	Amended competition structures implemented in one association in each state	TBA	DO'B
	Implement into current competition structures			BM/AF
	Conduct officials training in one association in 2 other states			
	Conduct competition day/ round robin in one association in 2 other states			
	Facilitate linking of players to regular competition i.e. include disability events or individual athletes in current competitions in one association/ targeted centre in these 2 states			
				\$20000

GLOSSARY

ABA	Australian Basketball Association
ACE	Athlete Career and Education
AF	Andrew Forbes – Projects Coordinator, Basketball Australia
APC	Australian Paralympic Committee
ASC	Australian Sports Commission
BA	Basketball Australia
BASA	Basketball Association of South Australia
BM	Bill Mildenhall – Referee Development, Basketball Australia
BQ	Basketball Queensland
BV	Basketball Victoria
CONNECT	Creating Opportunities Nationally through Networks in Education, Classification and Training
DAP	Disability Action Plan
DDA	Disability Discrimination Act DEP Disability Education Program DO Development Officer
D O'B	Danny O'Brien – Development Manager, BASA
DSO	Disability Sporting Organisation
GB	Graham Burns - Regional Development Manager, Basketball Queensland
HREOC	Human Rights and Equal Opportunity Commission
ID	Intellectually Disabled
KP	Karen Pearce – Participation Manager, Basketball Victoria
LF	Liz Fraser – Basketball Manager, Basketball Queensland
LL	Lorraine Landon – General Manager, National Teams and Competitions, BA NBL National Basketball League
NE	Nyree Epplett – General Manager, Communications and Marketing, BA
NSO	National Sports Organisation
PC Reference Group	Project CONNECT Reference Group – Made up of representatives from each SSO to guide the implementation of DAP
SSO	State Sports Organisation
TP	Terri Page – National Coordinator Aussie Hoops, Basketball Australia
WNBL	Women's National Basketball League





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The Administration
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