

## **POLICY: INCLUDING PEOPLE WITH DISABILITY**

<b>Policy No</b>	039	<b>Issue</b>			<b>8</b>
<b>Board Approval</b>	17/3/26	<b>Review cycle</b>	2-yearly	<b>Next review</b>	March 2028

DBSA endorses and adopts the AusDBF Disability policy (PN-0035) dated January 2022 which is available for downloading from the AusDBF website or below:

<https://cdn.revolutionise.com.au/cups/ausdbf/files/cy2mmhtqjumxm4fa.pdf>

The below section is additional:

### **Disability Awareness for our Members**

- Focus on the person – not the disability.
- Always ask if they need help – do not assume that they need it.
- Deaf/hearing impaired - face the person for lip reading, use normal tone of voice.
- Vision impaired - identify yourself by name, explain what you are doing and where you will be going.
- Always address the person with the disability - not the Carer or interpreter.
- When addressing anyone in a wheelchair - bend, sit and address them at eye level.
- When speaking to a person with an intellectual disability - use clear language and give time to ask any questions [Source - 2000 Olympics Games Force Manual/Handbook]
- There are different learning styles - visual, oral, verbal, kinaesthetic (physical), intrapersonal, interpersonal & logical. Everyone has a mix of learning styles however a person with a disability may not be able to use one style, so alternatives have to be found - like teaching paddling to a person with a vision impairment (low vision partial- total loss of sight).
- Assessing requirements vary widely and are not always evident. When approaching, name the person and introduce yourself and discuss directly with them their individual requirements. Always ask first. Teaching dragon boat paddling relies on verbal cues and physical movement and feeling the action of paddle, and the rhythm of the boat.
- Use accurate and specific language when giving directions - ie 1,2 count when paddling and let them have and enjoy the experience. If they come with a companion get them involved in paddling as well. Importantly for them have fun learning a new skill.

DBSA respects the rights of Clubs to restrict active on water participation when it is believed that there is undue risk to other participants.