



# AISL Disability Action Plan Sport Connect

Adopted by AISL Board 31<sup>st</sup> July 2009

Principal Sponsor



**Australian Government**  
**Australian Sports Commission**

**Glossary:**

AISL	Australian International Shooting Limited
AISL Steering Committee	Committee appointed by AISL to review and implement policy
ACTA	Australian Clay Target Association
APC	Australian Paralympics Committee
ASC	Australian Sports Commission
CEO	Chief Executive Officer
DAP	Disability Action Plan
F&GFA	Field & Game Federation of Australia
Member bodies	As listed in the AISL Constitution
NF	National Federation
NRAA	National Rifle Association of Australia
NSO	National Sporting Organisation
NSOD	National Sporting Organisation for the Disabled
NSWSA	New South Wales Shooting Association
PA	Pistol Australia
SSOD	State Sporting Organisation for the Disabled
TRA	Target Rifle Australia

**Aim:**

This document sets out the plan formulated by the AISL Sport Connect Steering Committee and approved by the board to ensure the commitments made in the AISL Statement of Commitment and Disability Policy documents are meaningful and provide a pathway for those wishing to compete in the shooting sports.

**Steering Committee:**

<b>Michelle Fletcher</b>	<b>AISL Inclusion Officer</b>
<b>Susie Bennett-Yeo</b>	ASC
<b>Carrie Quigley</b>	AISL
<b>Susannah Smith</b>	AISL Athletes Representative
<b>Catherine Berry</b>	National Rifle Association of Australia
<b>Catherine Fettell</b>	Pistol Australia
<b>Elizabeth Kosmala</b>	Athlete Representative
<b>Gerald Hopgood</b>	Australia Clay Target Association
<b>Mark Farrow</b>	Field & Game Federation of Australia
<b>TBC</b>	Target Rifle Australia

**Focus Areas:**

The plan will look at four major areas which the committee have identified specifically as areas that will impact of the program.

1. Governance; recognising the importance of ensuring that all policies and procedures are inclusive
2. Education and Training; *the provision of*, to our member bodies to assist them to comprehend and comply with policies.
3. Competition and Training; the provision of a pathway and promotion of this to all
4. Community Links; establish links with identified National and State Sporting Organisations for the Disabled

The plan and supporting documents including a timeline are included with this document.



# **Project CONNECT**

## **Australian International Shooting Limited**

### **Statement of Commitment**

*The Australian International Shooting Limited (AISL) aims to provide participation and competition opportunities for people of all ages and abilities throughout Australia. Australian International Shooting Limited has been selected as a Project CONNECT sport. Project CONNECT is an initiative of the Australian Sports Commission.. Through Project CONNECT, the Australian International Shooting Limited aims to redress barriers to participation for people with a disability and create transparent pathways for their participation and progression through the sport.*

**Mrs. Cheryl Arnot**  
**President – Australian International Shooting Limited**

## **Statement of Commitment Schedule**

Australian International Shooting Limited, with the support of the Australian Sports Commission, is committed to Project CONNECT's Mission of creating Shooting Sport pathways for athletes with a disability by breaking down the barriers to participation within Shooting.

With the use of Project CONNECT's three key focus areas of Development, Participation and Competition, Australian International Shooting Limited aims to:

- To provide people with disabilities equal access to services and facilities.
- Provide opportunities for people with disabilities to be involved and participate in Shooting.
- Make available to people with disabilities a variety of options, from recreational to competitive, and from local to international standards.
- Improve teaching, coaching and preparation of athletes with a disability.
- Develop a network and structure, which will provide people with disabilities a sound direction to participate, compete and achieve.
- Promote Shooting for people with a disability to increase the profile and community awareness.
- Increase the number of participants in Shooting.
- Encourage all clubs and associations to undertake or to be involved in programs for members with disabilities.
- Ensure participants with disabilities are valued for their ability and skill level rather than their disability.

A handwritten signature in black ink, appearing to read 'Nick Sullivan', with a horizontal line underneath.

**Nick Sullivan**  
**Chief Executive Officer**  
**Australian International Shooting Limited**



## **DISABILITY POLICY**

### **Preamble**

Australian International Shooting 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. Australian International Shooting Limited is bound by the *Commonwealth Disability Discrimination Act 1992* and will act in accordance with the spirit and requirements of the legislation.

Australian International Shooting 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. Australian International Shooting 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 Australian International Shooting 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. Australian International Shooting Limited will provide reasonable assistance to people with disabilities to gain access to its programs and services.
4. Where appropriate, Australian International Shooting 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 Australian International Shooting 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.

# Disability Action Plan

Key Result Area	Performance Measures	Time Line	Achievement Yes/No/In Progress	Resources	Project Manager
<b>1. Governance</b>					
1.1 DAP developed and adopted	AISL Board signs off.	Jul-09	In progress	Committee & Electronic Vote	
1.2 AISL DAP steering committee to review and monitor	Steering committee to meet and review on six monthly basis.	Ongoing		phone hook up	Committee
1.3 AISL to undertake to make to documents inclusive	All AISL documents are inclusive.  Board Signs off.	May-10	In progress		NS/MF
1.4 AISL member bodies undertake to make governance documents inclusive	Member bodies update all governance documents and distribute to State Bodies.	Apr-10			MF & relevant committee member
1.5 AISL sub-committees educated on Sports CONNECT and inclusive practices.  Identified member bodies have DAP Steering Committees established	2 Member Bodies have Steering Committees established	Feb-10			
1.6 Identified AISL member bodies implement a Disability Action Plan linked to AISL DAP and their own Strategic plan	Draft Disability Action Plans developed and submitted to AISL.	Dec-10			

# Disability Action Plan

Key Result Area	Performance Measures	Time Line	Achievement Yes/No/In Progress	Resources	Project Manager
<b>2. Education and Training (member bodies)</b>					
2.1 Presentation to AISL Board	Presentation to AISL Board updating on Sports CONNECT		Yes		
2.2 Information Resource for clubs and members	Posting of information relevant to Sports CONNECT and strategies posted on Member Update – email newsletter		In progress	Information to include: athlete profiles, case study stories, NTID Program, Athlete Pathways, Coaching hints	
2.3 Articles in National Magazines. (Awareness Campaign)	Articles to be submitted on a regular basis to National magazines. (covering equipment, classification, and personal biographies.)	on going		Different from member Update – National Member bodies responsible for these magazines.	
2.4 AISL to provide inclusive Coaching and Officials course material	Coaching and Officials course material to be inclusive.	Coaches Nov-08 Officials Aug-09	Yes	new course	NS/Judges
2.5 AISL to provide information on classification system and process for shooting to member bodies	An information leaflet to be produced outlining ISCD classification categories and processes.		In progress		MF

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<b>3. Competition and Training</b>					
3.1 Competition Pathway for athletes with disabilities to be documented	AISL developed competition pathway document researched and published	Aug-09	in progress		NS/MF/MS
3.2 Identified Member bodies to develop a discipline specific competition pathway document from club to National.	Member bodies to submit pathway document to AISL.	Sep-09			ALL
3.3 Identified National member bodies to establish a National "open" category of competition that is inclusive.	Competition conducted.	Dec-09			MF
3.4 AISL to support member bodies in improving pathways for athletes with a disability with International Shooting Federations.	Liaison with International Federations regarding competition pathways for athletes	ongoing			ALL
3.5 AISL to identify the existence of competition guidelines for Athletes with disabilities for member bodies	Listing of Competition guidelines completed	Oct-09			NS/MF
3.6 Identified National member bodies to develop guidelines for the conduct of competitions with inclusive practices at club level.	Competition guidelines established.  Information compiled. Information distributed to clubs.	Dec-09			MF

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Key Result Area	Performance Measures	Time Line	Achievement Yes/No/In Progress	Resources	Project Manager
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<b>4. Community Links</b>					
4.1 AISL to identify NSOD's to liaise with	AISL identify NSOD's as potential partners	Mar-10			NS
4.2 AISL to develop strategy for joint pilot program with NSOD	Strategy developed for inclusive program with identified NSOD				