



# INCLUSION IN RUGBY LEAGUE

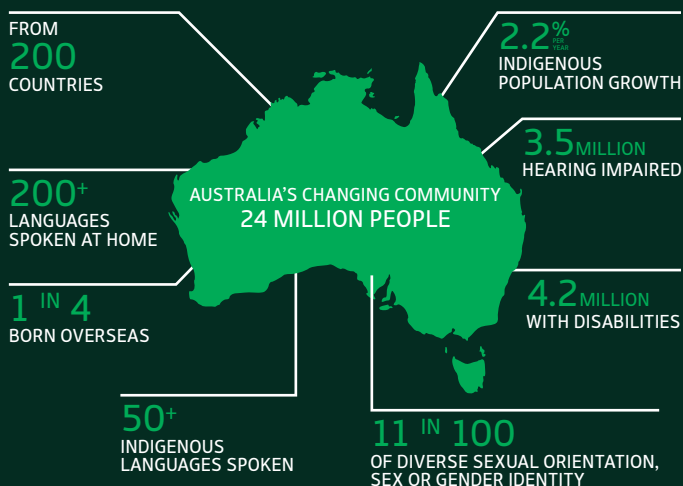
Rugby League is a sport for all. As a game, we are committed to providing an environment for all participants, free from discrimination and promoting respectful and positive behaviour and values. As a sport we are proud to work alongside the Australian Human Rights Commission to develop self-respect and social responsibility as a means to encourage greater inclusion within our communities.

Included in the core values of Rugby League is the principle that every participant, whether as a player, parent, spectator, coach, volunteer, referee or official, should respect the rights, dignity and worth of every person, regardless of their personal traits, preferences or appearance.

## WHY IS DIVERSITY & INCLUSIVENESS IMPORTANT?

The sporting landscape for Rugby League has changed enormously in the last decade. Government and community expectations and demands for best practice in governance and member protection mean that providing a safe, fair and inclusive sporting environment for participants and volunteers is no longer an aspiration, but an imperative.

The demographic of the communities in which rugby league operates has also changed dramatically:



The reality is our culturally, linguistically and gender diverse communities are looking for sporting options that celebrate diversity, promote inclusion and most importantly, make people feel like they belong. This is not just about not excluding people – it is about actively ‘including’ them.

## DIVERSITY & INCLUSION IN RUGBY LEAGUE

We are extremely proud of the rich diversity that exists in our Game:



Over 180,000 women and girls participate in a form of the game – tag, touch and tackle.



Registered rugby league players list 116 nations as their place of birth, while their parents and grandparents were born in 144 countries.

At the elite level, 45% of NRL players have a Pasifika background and 12% an Indigenous and/or Torres Strait Islander background.



There is a version of the game for everyone; contact and non-contact; modifications suitable for players of different ages; and modifications to suit players of different abilities. Junior League, LeagueTag, Touch Football, Wheelchair Rugby League and Masters Rugby League are just some examples of versions of our game designed to ensure that everyone can play.



## WHAT WE DO TO ENSURE THAT OUR GAME IS INCLUSIVE AND DIVERSE?

Just like the wider community, the NRL and the grassroots game are not immune from issues of discrimination, racism or exclusion – incidents occur infrequently on the field, in the stands and in online environments.

Constant vigilance and education are required for Rugby League to remain at the forefront to promote inclusive practices and addressing racism and discrimination when they occur. To this end the Game has introduced two important frameworks – the Inclusion Framework and the Anti-Discrimination & Vilification Framework. The ‘7 pillars of inclusion’ (framework developed by ‘Play by the Rules’ and the Australian Sports Commission) have been used as the basis of the development of the Rugby League Inclusion Framework, policies and education.

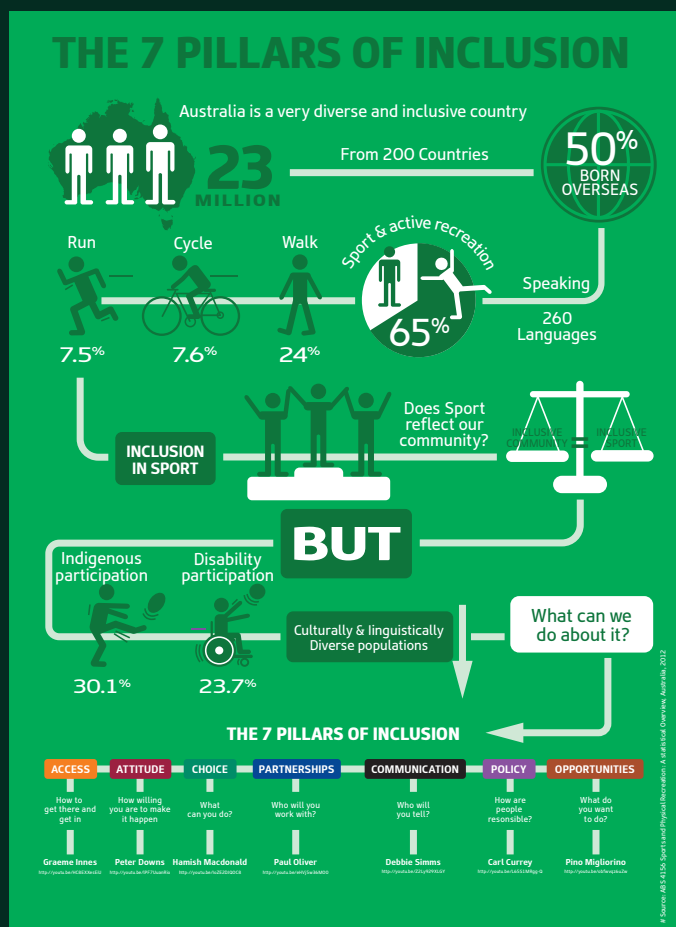
The ‘7 Pillars of Inclusion’ are:

- I. Access
- II. Attitude
- III. Choice
- IV. Partnerships
- V. Communications
- VI. Policy
- VII. Opportunities

We also have in place a number of policies and codes. These act as an essential part of our game’s proactive and preventative approach to tackling inappropriate behaviour that excludes:

- » **NRL Member Protection Policy**
- » **NRL National Code of Conduct**
- » **NRL Code of Conduct**
- » **Risk management guide**

The policies are governed by the NRL and are adopted and promoted by all Affiliated State Leagues and their affiliated organisations.



## HOW CAN YOU BE INCLUDED?

There are many ways in which people can get involved, or be included, in our Game.

### Play

Our game is inclusive and encourages participation for all ages and abilities. If you would like to play our game please visit [playnrl.com](http://playnrl.com) to find a team, club or opportunity near you.

### Volunteer

There are many ways in which you can get involved in our Game as a volunteer. You could volunteer as a coach, a referee, a sports trainer, as a club administrator (president, secretary, treasurer) or simply help out on any given day, cooking the bbq or cleaning up the ground at the end of a full days of games. To contact your local club and find out about opportunities to contribute as a volunteer visit [playnrl.com](http://playnrl.com).

### Work

There are many options to work in our Game including at a local, state, NRL Club and NRL level. There are also a wide range of roles including those in Finance, Marketing, Digital, Social Media, Legal, Human Resources, Media and Operations.

To find out more about opportunities to work in Rugby League visit [NRL careers](http://NRLcareers).



## OUR PROGRAMS

The NRL has developed and implemented a range of programs and events to promote inclusion and diversity in the game under the banner of 'NRL Respect'. These activities have contributed to enhancing social networks within the community and building further awareness of health and social issues. This includes delivering programs on racism, bullying, domestic violence and inclusiveness.

### Expert Partners

The NRL works with expert partners such as the Full Stop Foundation, Our Watch and White Ribbon, to take action to prevent violence against women and children. Our Voice Against Violence program has been made available to thousands of junior clubs and delivered to hundreds of high-risk rural and regional communities. The message is simple – violence in any form is unacceptable, especially against women and children.

### In League In Harmony

The NRL's In League In Harmony program is aimed at helping young people from culturally and linguistically diverse backgrounds develop both their Rugby League and personal skills. In 2017, 1500 students from 30 schools took part in the ILIH program. In League In Harmony has been delivered for six consecutive years.

### Human Rights Commission

The NRL has also signed up as a partner of the Racism. It Stops With Me campaign with the Australian Human Rights Commission and has promoted the initiative online through Community Service Announcements and at the NRL All Stars game.

### Indigenous and multicultural

The NRL has established a diverse range of events and awards to celebrate Indigenous and multicultural participation in Rugby League, which also provide education opportunities for players at all levels. These include the prestigious NRL Indigenous Round and Harmony day events.

### All abilities

Work is also undertaken at the League and club level to increase opportunities for people with a disability to participate in all aspects of the game, including supporting International Day of People with Disability events and Multi Sports Days.

### LGBTI

The NRL has partnered with the Australian Sports Commission and the Australian Human Rights Commission on the Pride in Sport Index to benchmark progress in assessing inclusion of LGBTI people in rugby league. The NRL also had a float at the annual Sydney Mardi Gras.