
VQ Cultural Safety Policy

Policy:	Cultural Safety Policy
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Approved by:	VQ Board Members
Dates:	Board Endorsed Date: 29 July 2026 Commencement Date: 29 July 2026 Next Review Date: 29 July 2028

1. Purpose

This policy affirms Volleyball Queensland's (VQ) commitment to cultural safety, in particular for Aboriginal and Torres Strait Islander peoples, and more broadly for persons from culturally and linguistically diverse backgrounds who engage with the organisation. VQ recognises that cultural safety is a protective factor for Aboriginal and Torres Strait Islander children and young people, and is foundational to meaningful participation, belonging, and wellbeing in sport for people of all cultural backgrounds.

Cultural safety means that people of all cultural backgrounds can engage with VQ in an environment that is respectful of their identity, free from racism and discrimination, and inclusive of their values, customs, and lived experiences.

VQ recognises that identifying as Aboriginal or Torres Strait Islander is personal and voluntary. VQ will not require a person to disclose their cultural identity and will not question or challenge a person's identity.

2. Scope

This policy applies to:

- All employees (including permanent, temporary, casual, and fixed term)
- Volunteers
- Board of Management members
- Contractors and service providers
- Participants, members, and spectators
- All persons representing VQ in any capacity

3. Legislative Framework and Compliance

- Child Safe Organisations Act 2024 (Qld)
- Human Rights Act 2019 (Qld)
- Anti-Discrimination Act 1991 (Qld)
- Racial Discrimination Act 1975 (Cth)

4. Definitions

Term	Definition
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Aboriginal and Torres Strait Islander peoples	The First Peoples of Australia, including persons of Aboriginal descent, Torres Strait Islander descent, or both, who identify as such and are accepted as such by the community in which they live or have lived.
Acknowledgement of Country	A statement that shows respect for Traditional Custodians and their continuing connection to land, waters, and community. An Acknowledgement of Country may be given by any person, Aboriginal or non-Aboriginal.
Cultural safety	An environment in which a person's cultural identity is respected, their voice is heard, and they are free to express themselves, their culture, views and needs without attack, challenge, or denial. Cultural safety is judged by the experience of the person receiving it, not by the intent of the person or organisation providing it.
Culturally and linguistically diverse (CALD)	Persons whose cultural, linguistic, religious, or ethnic background differs from the dominant Australian culture, including recent migrants, refugees, and established multicultural communities.
Discrimination	Treating a person less favourably than another person in comparable circumstances because of a personal characteristic protected under the Anti-Discrimination Act 1991 (Qld) or the Racial Discrimination Act 1975 (Cth), including race, colour, descent, national or ethnic origin.
Racism	Conduct, language, or attitudes, whether intentional or unintentional, that demean, exclude, or cause harm to a person or group on the basis of their race, ethnicity, or cultural identity. Racism includes overt acts, casual or everyday racism, and systemic or institutional practices.
Traditional Custodians	The Aboriginal or Torres Strait Islander peoples recognised as the original inhabitants and ongoing custodians of a particular area of land or waters.
Welcome to Country	A ceremony performed by a Traditional Custodian or recognised Elder of the land on which an event is held, welcoming visitors to Country. A Welcome to Country can only be given by a Traditional Custodian of that Country.

5. Our Commitment

VQ is committed to building and maintaining an inclusive, culturally safe environment in which all persons are welcomed, valued, and respected. In particular, VQ:

- Acknowledges and pays respect to Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia, and recognises their continuing connection to land, waters, and community.
- Recognises that cultural safety is an ongoing practice that requires active commitment, not merely the absence of overt discrimination.

- Is committed to taking deliberate steps to increase the participation of Aboriginal and Torres Strait Islander peoples and other underrepresented communities across all aspects of volleyball in Queensland.
- Recognises the importance of diverse leadership and actively encourages persons from culturally diverse backgrounds to take on roles within VQ, including as employees, coaches, officials, volunteers, and members of the Board of Management.
- Will not tolerate racism, discrimination, cultural harassment, or any conduct that undermines the safety or dignity of persons from any cultural background.
- Commits to listening to, learning from, and partnering with Aboriginal and Torres Strait Islander communities and other culturally diverse groups.

6. Our Practices

VQ gives effect to its commitment to cultural safety through the following practices:

6.1. Acknowledgement of Country

VQ acknowledges the Traditional Custodians of the lands on which it operates and conducts its activities. An Acknowledgement of Country is given at the commencement of all Board of Management meetings, significant events, and other formal gatherings hosted or facilitated by VQ. VQ encourages and supports a Welcome to Country ceremony where a local Elder is available and willing to perform one.

6.2. Inclusive Recruitment and Employment

VQ actively encourages Aboriginal and Torres Strait Islander peoples and persons from culturally and linguistically diverse backgrounds to apply for all positions within the organisation. Recruitment materials, including position advertisements, include an express statement of encouragement for Aboriginal and Torres Strait Islander applicants. VQ will, where appropriate, consider recruitment strategies to support the employment of people from underrepresented communities.

6.3. Inclusive Participation

VQ is committed to removing barriers to participation in volleyball for Aboriginal and Torres Strait Islander peoples and other culturally diverse communities. VQ will consider cultural needs and obligations when scheduling events and activities and will work with communities to identify and address participation barriers where possible.

6.4. Education and Awareness

VQ will support employees, volunteers, and Board members to develop cultural awareness. This includes making available information and resources relating to cultural safety and incorporating cultural safety principles into the induction and ongoing development of personnel.

6.5. Safe Reporting

Any person who believes they have experienced or witnessed conduct that is culturally unsafe, discriminatory, or racist may report the matter through VQ's Complaints Procedure, as appropriate. VQ will ensure that all such reports are taken seriously, handled sensitively, and managed in accordance with natural justice principles.

7.1. Board of Management

The Board of Management is responsible for:

- Endorsing and approving this policy
- Providing leadership and oversight of VQ's commitment to cultural safety
- Ensuring cultural safety is embedded in VQ's strategic direction and organisational culture

7.2. Chief Executive Officer

The Chief Executive Officer is responsible for:

- Implementing this policy across all areas of VQ's operations
- Ensuring employees, volunteers, and Board members are aware of and understand their responsibilities under this policy
- Embedding cultural safety practices into VQ's events, programs, recruitment processes, and governance activities
- Reporting to the Board of Management on cultural safety matters and initiatives

7.3. All Employees, Volunteers, and Board Members

All employees, volunteers, and Board members are responsible for:

- Acting in a manner that is respectful, inclusive, and culturally safe
- Challenging and reporting conduct that is discriminatory, racist, or culturally unsafe
- Participating in cultural awareness and education activities as reasonably required
- Supporting and welcoming persons from all cultural backgrounds in VQ activities

8. Review

This policy will be reviewed every two years, or earlier following legislative or governance changes, or significant changes to VQ's operations or programs. The CEO is responsible for coordinating the review and presenting any recommended amendments to the Board of Management for approval. In conducting its review, VQ will seek input from Aboriginal and Torres Strait Islander peoples where practicable.

9. Related Policies and Documents

This policy is to be read in conjunction with:

- VQ Code of Conduct
- VQ Child Safety Policy
- VQ Complaints Handling Procedure
- VQ Work Health and Safety Policy
- Volleyball Australia National Integrity Framework