

POLICY / PROCEDURE

1.6 Anti-Discrimination Policy Version 2 – June, 2023

RDA Carine welcomes all members of the community, and we recognise and embrace the benefits that diversity brings to us as an organisation.

We encourage membership from Aboriginal and Torres Strait Islander peoples, people living with a disability, people from diverse cultural backgrounds, young people, mature aged community members and LGBTIQA+ people.

As a provider supporting community members living with varying disabilities and additional needs, we pay particular attention to their needs and are committed to the provision of disability inclusive services.

However, due to the nature of the activity provided and as a member of Riding for the Disabled Association Australia (RDAA), RDA Carine aligns transparently with the following contra indications for members undertaking riding activities to ensure the safety and wellbeing of all involved in our program.

Medical Contra-Indications for riding with RDA Carine

Conditions for which clients **MUST NOT** ride:

- Pathological fractures
- Severe osteoporosis
- Uncontrolled seizures
- Acute stage rheumatoid arthritis
- Open pressure sores, open wounds
- Unstable spine, including subluxation of cervical spine
- Moderate agitation with severe confusion
- Atlanto-Axial Dislocation (ADC) or significant subluxation in Down Syndrome
- Advanced multiple sclerosis and muscular dystrophy
- Haemophilia
- Acute herniated disc
- Degeneration of the hip joint
- Maximum weight limit of participants of 80 kgs unless authorised by the Head Coach.

Conditions for which horse-riding MAY NOT be medically recommended

Medical clearance is required.

- Conditions of compromised endurance
- Excessive pain resulting from riding
- Excessive structural scoliosis, until permission is given by an orthopaedic specialist
- Spinal fusion (e.g. Harrington or CD rods) until permission is given by an orthopaedic surgeon
- Significant allergies to horse hair, dust, grain, grass, hay, hay fever (N.B This can be managed with the use of appropriate clothing and horse equipment).
- Recent surgery until permission is given by surgeon
- Serious heart condition
- Dislocation or dysplasia of hip if excessive pain is caused
- Drug dosage resulting in physical states unsafe to the riding environment
- Paralysis of the gluteal muscles and abdominal muscles
- High level of spinal cord paralysis or significant asymmetry of muscle paralysis.

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Aside from these contra-indications to participating in riding activities, RDA Carine recognises that many of the riding program participants and volunteers have a range of abilities and diversity of cultural backgrounds. RDA Carine embraces our responsibility to provide equitable and high-quality services.

RDA Carine provides a person-centred approach to meet the need of a participant riding or a volunteer. The delivery of culturally responsive and equitable service is a core quality expectation of our Accreditation and is underpinned by key government legislation, Acts and guidelines.

We commit to our members to:

- Put people first, focus on ability, what they can do and find out how they want to participate
- Ask each individual for their advice about what modifications may assist their participation
- Be honest and share if certain modifications or adjustments are not currently possible
- Communicate with people and share information in appropriate ways and formats
- Expect all members of RDA Carine to accept and welcome people with a disability
- Make sure people of all abilities are included in RDA Carine social activities and are recognized for their contribution and achievement
- Have strong policies to ensure that people can participate in RDA Carine without discrimination, harassment or bullying* *see our member protection policy*
- Regularly review our participant's profiles and data to maintain an understanding of current and future program delivery needs.
- Strive to progress and meet participant goals established.

We require our members to:

- Be proactive and tell us what we can do to help include you in RDA Carine
- Understand that we will do our best to make any necessary adjustments or modifications
- Be transparent and talk to us if you have any concerns or ideas to help make RDA Carine more inclusive

Connected Policies, Guidelines and Procedures

Member Protection Policy (RDAA 1901V5)

Fit for Purpose Policy (RDAA)

Child Safe Code of Behaviour (RDAA)

Requirements for RDA National Coaches (RDAA 1404V1)

8.1(a) RDA Carine Volunteer Manual 2021.V6 (RDA Carine)

Medical Practitioner Consent Form (RDAA 2015)

Version 2:

Authorised by: RDA Carine Committee

Sign off: RDA Carine Board 7/6/23

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