

# ARCHERY GUYANA

Lot 217 South Street,  
Lacytown, Georgetown.  
archeryguyana@gmail.com



## **ARCHERY GUYANA's PERSONS WITH DISABILITIES (PWD) INCLUSION POLICY**

(Hereinafter referred to as the "PWD Inclusion Policy")

**Policy Statement:** Archery Guyana is committed to promoting, protecting, and ensuring the full inclusion of persons with disabilities in all aspects of archery activities. We will provide reasonable accommodation, accessible facilities, and pathways for participation, leadership, and competition on an equal basis with others, in accordance with Guyana's Persons with Disabilities Act 2010 and the UN Convention on the Rights of Persons with Disabilities (CRPD).

**Scope:** This policy applies to:

Athletes, coaches, judges, volunteers, staff, and officials

All training, competitions, events, governance, and communications

Facilities and equipment used for archery activities

### **Principles**

**Non-Discrimination:** No person shall be denied participation on the basis of disability.

**Reasonable Accommodation:** Adjustments will be made to remove barriers unless doing so imposes an undue hardship.

**Accessibility:** Facilities, communications, and equipment shall progressively meet accessibility standards.

**Participation:** People with disabilities shall be actively consulted in matters affecting them.

**Equality of Opportunity:** Proactive measures will be taken to recruit, train, and develop PWD athletes and officials.

## Key Commitments

Establish Para-archery pathways, inclusive training, and competitive opportunities.

Ensure facilities and events meet accessibility standards.

Provide training for Board, staff, coaches, and volunteers on disability inclusion.

Maintain transparent, accessible procedures for accommodation requests and complaints.

Partner with government, the National Commission on Disability, the Paralympic Committee of Guyana, the Guyana Olympic Association, Ministry of Sport, NGOs, and regional bodies to strengthen support and classification services.

## Roles & Responsibilities

Board: Approve policy, allocate budget, and monitor annual inclusion report.

PWD Inclusion Officer/Committee: Coordinate implementation, manage accommodation requests, and liaise with national bodies.

Event Organisers / Venue Managers: Ensure venues meet accessibility standards.

Coaches / Officials: Adapt training and competitions to meet athletes' needs.

All Members: Comply with the policy and report breaches.

## 6. Monitoring and Review of the Policy

(a) This PWD Inclusion Policy was first approved by the Federation's Board of Directors pursuant to the historic first in Guyana on Wednesday 24<sup>th</sup> April, 2019 when Archery Guyana achieved affiliate status with the National Paralympic Committee of Guyana being the first and only affiliate sporting body to the National Paralympic Committee of Guyana (N.P.C.G.)

(b) This policy shall be reviewed annually (or earlier if required by changes in rules, Federation governance or international requirements). Any amendments must be submitted to the Federation's Executive Committee for approval.

*Policy Review Version: Dated this 4<sup>th</sup> day of December, 2025*