P028 - Non-Discrimination, Cultural Awareness Policy

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| Version | Approved: | Comments | Next review date |
| 2.0  2.1 | 01/09/2016  12/09/2019 | Updated June 2018 to include a cultural diversity focus and clients’ rights | 01/09/2019  12/09/2022 |

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| Applies to: |
| All staff |

# PURPOSE

First Call Nursing recognises, respects, promotes, and celebrates the value of cultural diversity.

First Call Nursing prohibits discrimination against and harassment of any employee, client or community member because of race, colour, or ethnic origin, age, religion, disability, sex, sexual orientation, gender, gender identity, genetics, veteran status, retaliation and any other characteristic protected under Australian Federal Laws covering discrimination.

First Call Nursing is committed to ensuring equitable access to high quality, culturally appropriate services for clients/care recipients from culturally and linguistically diverse (CALD) backgrounds.

First Call is guided by a fundamental concern for justice and equity, and for the dignity of all people.

# POLICY

First Call Nursing expects all employees, clients, and community members to join with and uphold this commitment.

First Call Nursing is committed to the principle of equal opportunity in employment.

First Call Nursing also prohibits retaliation based on a protected activity, such as the filing of a complaint of discrimination or participation in the investigation of such claim. Any witness or person involved in an investigation shall not be punished for their participation in the fact-finding process.

# PROCEDURE

First Call does this by:

* values and celebrates the diversity of our community
* expresses a commitment to access and equity
* demonstrates ethical conduct
* highlights the primary values of human respect, dignity, and freedom
* appreciates the importance of cross-cultural knowledge
* demonstrates acceptance of cultural diversity,
* cultural awareness training

## Australian Federal laws

Over the past 30 years, the Commonwealth Government, Territory, and the State Governments introduced anti-discrimination laws to help protect people from discrimination and harassment.

The following laws operate at a federal level and the Australian Human Rights Commission has statutory responsibilities under them:

First Call Nursing is committed to developing an organisational culture that supports the legal and human rights of clients and ensures they are able to exercise those rights as outlined in relevant legislation including the:

* Age Discrimination Act 2004
* Australian Human Rights Commission Act 1986
* Disability Discrimination Act 1992
* Racial Discrimination Act 1975
* Sex Discrimination Act 1984

First Call Nursing understands and supports the principles of fairness and human rights in all aspects of service delivery. It will ensure that services are provided in an environment free from discrimination, financial, sexual, physical, and emotional abuse, neglect or exploitation.

It will protect the clients’ right to intimacy and sexual expression and:

* Clients' right to be supported to develop and maintain their identity (including personal, gender, sexuality, cultural, religious, and spiritual identity).
* Clients' right to be supported to maintain and strengthen family/kinship networks.
* Clients' right to cultural safety; and
* Clients' right not to engage in an activity unless required as part of a service plan, or for safety reasons?