

Clota Cottage Policy

Title	Diversity
Ratified	<i>(date)</i> <i>Refer Committee of Management Minutes</i>
Scheduled Review Date:	
Version Number:	1.0

Objective	<p>Clota Cottage Neighbourhood House (CCNH) recognises, respects and values the diversity of its staff, clients and the community in which it operates.</p> <p>The purpose of this policy is to provide guidance to Board members, staff, participants, and visitors of CCNH to ensure diversity is recognised, valued and respected.</p>
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Scope	<p>Committee of Management Manager All staff, volunteers, contractors associated with Clota Cottage All participants in Clota Cottage programs or activities</p>
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Policy	<p>Valuing diversity contributes to better outcomes for the community and CCNH participants.</p> <p>Diversity aspects may include but are not limited to:</p> <ul style="list-style-type: none"> - Cultural and linguistic backgrounds - Aboriginality - Sexuality - Gender/gender history - Age - Health - Disability (physical, intellectual, and others) - Religious and spiritual beliefs. <p>Members of the Committee of Management, staff, volunteers, contractors and participants will be encouraged to increase their awareness specific issues related to diversity and to respond appropriately and effectively</p> <p>CCNH will use diversity sensitive practices and provides all participants with a welcoming, inclusive environment.</p> <p>As far as is practicable, disclosures regarding personal diversity are determined by the client, and confidentiality is maintained by CCNH.</p>
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	<p>Information about the organisation and its services and programs is accessible to individuals and groups with specific diversity attributes.</p> <p>Individuals seeking support from CCNH are provided with care that is free from stigma, discrimination and stereotyping.</p> <p>CCNH is committed to providing sensitive and relevant services for clients with diverse needs.</p> <p>Unlawful discrimination will not be tolerated by Committee members, staff, participants, volunteers, contractors, and visitors of CCNH</p> <p>Staff understand and use diversity sensitive client communication strategies</p> <p>Outcomes</p> <p>CCNH practices will be free from discrimination.</p> <p>Staff, volunteers and contractors will treat all participants equally with a welcoming, non-judgemental and professional attitude.</p> <p>CCNH will nurture a diverse, flexible and creative environment which actively acknowledges, supports, encourages and values diversity.</p> <p>Activities and programs provided by CCNH, as far as possible, are communicated, relevant, accessible, and effective for a broad spectrum of individuals with diverse needs.</p>
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Definitions	<p><u>Culturally and linguistically diverse</u> refers to different linguistic, religious, racial and ethnic backgrounds. Cultural diversity embraces Indigenous Australian and multicultural perspectives.</p> <p><u>Culturally secure ways of working</u> respect the legitimate rights, values and expectations of people and acknowledge the diversity within and between communities living in remote, regional and metropolitan areas.</p> <p>A <u>disability</u> may be defined as an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments.</p> <p><u>Diversity</u> refers to aspects of people such as beliefs, attitudes, languages, social circumstances, ability, ethnicity, sexual orientation, gender history, health status and age.</p>
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	<p><u>Diverse sexualities</u> include people identifying as gay, lesbian, bisexual, transgender or intersex (GLBTI).</p> <p><u>Inclusive language</u> is free of bias, discrimination and avoids stereotyping and mistaken assumptions about people on the basis of their, sex, marital status, pregnancy or potential pregnancy, breast feeding, sexual orientation, gender history, health status, race, nationality, colour or ethnic origin, age, religious or political conviction, impairment or disability, family responsibility or family status.</p>
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Relevant Legislation	<ul style="list-style-type: none"> - Disability Discrimination Act 1992 (Commonwealth) - Human Rights and Equal Opportunity Commission Act 1996 (Commonwealth) - Racial Discrimination Act 1975 (Commonwealth).
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Related Documents	
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