

**POLICY NUMBER 30**

**POLICY TITLE:**

**AWARENESS OF CULTURE, ETHNICITY AND ANTI-DISCRIMINATION**

**WHO MUST ABIDE BY THIS POLICY?**

**All Temporary Workers**

**THE PURPOSE OF THIS POLICY:**

- To create awareness of anti-discriminatory policies that should be adopted by temporary workers towards clients, their families, their advocates as well as toward fellow staff members.
- To raise awareness amongst temporary workers that they must show respect for the culture, ethnicity, values and beliefs of different groups. These may affect the client's care plan.
- To avoid stereotyping on the grounds of culture, ethnicity, creed, religion, age or marital status.
- To ensure that there are mechanisms in place to address grievances, so that all issues of discrimination are addressed, challenged and eliminated.
- To provide support to the existing policy relating to Equal Opportunities.

**POLICY CONTENT:**

**WHAT YOU MUST NOT DO**

<b>Discrimination</b>	<ul style="list-style-type: none"><li>• No temporary worker must discriminate against any staff member or client, directly or indirectly, on any of the following grounds: race, colour, age, gender, sexual orientation, marital status, parenthood, cultural difference, ethnicity, religious beliefs, political beliefs or affiliation, creed, disability or impairments.</li></ul>
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**CONTINUED FROM PAGE 1**

**WHAT YOU MUST DO**

<b>Equal treatment</b>	<ul style="list-style-type: none"><li>• All temporary workers must treat their colleagues and clients equally and without any discrimination. Discrimination will be seen as serious misconduct.</li></ul>
<b>Religious beliefs</b>	<ul style="list-style-type: none"><li>• Temporary Workers should be aware of, sensitive to and become basically conversant with the client's preferred religion, holy books e.g. bible, Hebrew scriptures, etc, prayers and prayer times, religious ministers, and places of worship e.g. mosque, church, temple.</li></ul>
<b>Festivals &amp; Ceremonies</b>	<ul style="list-style-type: none"><li>• Temporary Workers should be aware of, sensitive to and become basically conversant with the client's ethnic, cultural or religious festivals or ceremonial times and activities and the required dress codes if any.</li></ul>
<b>Language</b>	<ul style="list-style-type: none"><li>• Temporary Workers should be aware of, sensitive to and become basically conversant with the client's first, preferred or mother tongue language.</li></ul>
<b>Death arrangements</b>	<ul style="list-style-type: none"><li>• Temporary Workers should be aware of, sensitive to and become basically conversant with the client's preferred last rites e.g. request for a priest, last offices and requests for organ transplants if any.</li></ul>
<b>Dietary needs &amp; preferences.</b>	<ul style="list-style-type: none"><li>• Temporary Workers should be aware of, sensitive to and become basically conversant with the client's dietary preferences, foods/alcohol forbidden by their religion and manner of preparing foods.</li></ul>
<b>Personal care</b>	<ul style="list-style-type: none"><li>• Temporary Workers should be aware of, sensitive to and become basically conversant with the client's preferred dress code, hygiene needs, hairdressing needs and other personal care requirements.</li><li>• Temporary Workers should be aware of, sensitive to and become basically conversant with the client's beliefs in terms of women at work, contraception, pregnancy, childbirth and naming systems and ceremonies.</li></ul>
<b>Family Values &amp; other beliefs</b>	

**END OF POLICY**