

# NursingDirect

POLICY NUMBER: **30**

POLICY TITLE: **AWARENESS OF CULTURE, ETHNICITY & ANTI-DISCRIMINATION**

WHO MUST ABIDE BY THIS POLICY? **ALL TEMPORARY WORKERS**



# AWARENESS OF CULTURE, ETHNICITY & ANTI-DISCRIMINATION

## 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.

## WHAT YOU MUST NOT DO!

### Discrimination

- 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.

## WHAT YOU MUST DO!

### Language

- Temporary Workers should be aware of, sensitive to and become basically conversant with the client's first, preferred or mother tongue language.

### Death Arrangements

- Temporary Workers should be aware of, sensitive to and become basically conversant with the clients preferred last rites e.g. request for a priest, last offices and requests for organ transplants if any..

### Dietary Needs & Preferences

- 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.

### Personal Care

- 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.

### Family Values & other Beliefs

- 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.