

Objective:

To ensure CODA Inc provides support that is free from discrimination in accordance with all relevant legislation.

Scope:

All staff, volunteers, Board members & stakeholders.

Policy Statement:

CODA Inc recognises that people in this community come from a diverse range of cultural backgrounds. They have the right to be respected and have equal opportunities to participate in the life of their community, just as other Victorian citizens do.

The expression of culture does not solely relate to a person's race, language or religion. Culture can be expressed in many ways, including the following:

- clothing
- food
- music
- sexuality/sexual activity
- recreational activities
- spirituality
- political beliefs/activity

Cultural diversity responds to the expression of culture which may encompass the types of celebrations/traditions that a person is involved with or the clubs & social activities that a person chooses, the music they prefer to listen to and the food they chose to eat.

CODA Inc. not only recognises that diversity makes a significant contribution to the life of Victorian citizens but actively seeks to uphold the acceptance and inclusion of others whose lives may have been influenced in different ways than ours.

CODA Inc. will continue to provide culturally and linguistically appropriate support and information to residents & clients and will involve families & natural supports to ascertain cultural needs where appropriate.

CODA Inc. will practice non-discriminatory human resources management including the provision of learning & development opportunities for staff to ensure a non-discriminatory organisational culture is observable in practice.

Internal Files/Links:

Quality Document References:

Access to Service: Policy -(CO) Client Support
 Code of Ethics: Policy -(CO) Governance
 Planning for people with a disability: Policy -(CO) Client Support
 Cultural Diversity: Procedure -(CO) Governance

References to Standards and Legislation:

EO Act 1995: Equal Opportunity Act 1995	O: Equal Opportunity Act 1995
LA02dhs: Life Area 2 Disability Services Vic	LA02: Being Part of a Community
LA05dhs: Life Area 5 Disability Services Vic	LA05: Building Relationships
LA07dhs: Life Area 7 Disability Services Vic	LA07: Communicating
LA10dhs: Life Area 10 Disability Services Vic	LA10: Expressing Culture
OC Std1 dhs: Outcome Std 1 Disability Services Vic	OS01: Individuality
OC Std2 dhs: Outcome Std 2 Disability Services Vic	OS02: Participation
OC Std3 dhs: Outcome Std 3 Disability Services Vic	OS03: Capacity
OC Std4 dhs: Outcome Std 4 Disability Services Vic	OS04: Citizenship
OC Std5 dhs: Outcome Std 5 Disability Services Vic	OS05: Leadership
VDS Standard 1: Service Access	1.1: Non-discriminatory eligibility criteria
VDS Standard 1: Service Access	1.3: Accurate and accessible information
VDS Standard 2: Individual Needs	2.4: Engage others to provide communication support
VDS Standard 2: Individual Needs	2.9: Respect family and personal networks in planning process
VDS Standard 4: Privacy, Dignity and Confidentiality	4.10: Exercise privacy rights and responsibilities
VDS Standard 6: Valued Status	6.1: Promote belief in ability to fulfil valued roles
VDS Standard 8: Service Management	8.3: Required documented processes

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