

# familybasedcare Tasmania

## POLICY – DIVERSITY AND CULTURAL INCLUSION

ID No: FBCNW-10-434

Version: 1.0

|                          |   |
|--------------------------|---|
| Applies to:              | <ul style="list-style-type: none"><li>• All Employees</li><li>• Volunteers</li><li>• Contractors</li><li>• Board Members</li></ul>  |
| Applicable Standards:    | <ul style="list-style-type: none"><li>• Home Care Standards</li><li>• Aged Care Quality Standards</li><li>• NDIS Terms of Business 2018</li></ul>   |
| Applicable Legislation:  | <ul style="list-style-type: none"><li>• Anti-Discrimination Act 1998 (Tasmania)</li><li>• Commonwealth Racial Discrimination Act 1975</li><li>• Commonwealth Disability Discrimination Act 1992</li><li>• National Disability Insurance Scheme Act 2013</li></ul> |
| Contractual Obligations: |   |

Family Based Care Tasmania is committed to:

- Ensuring a supportive workplace that respects and values diversity of customs, cultures, and beliefs;
- Ensuring that its services are delivered in a manner that respects and values the customs, cultures, and beliefs of its clients;
- Preventing harassment or discrimination of any kind.

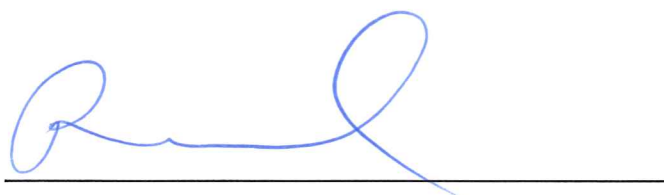
### Definitions

Cultural diversity and cultural inclusion refers to creating and maintaining a workplace and culture that is respectful of all people. In particular this applies to:

- Aboriginal and Torres Strait Islander people
- People from non-English speaking backgrounds
- People from diverse racial, religious, or cultural backgrounds
- People with a disability
- Gay, Lesbian, Transgender, Bisexual, or Intersex people.

Breaches of this Policy by staff may result in disciplinary action and / or legal proceedings.

Authorised by:



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Chairman of the Board

Date:



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