

Diversity & Inclusion Policy & Procedure

The logo for BelleJoy Support, featuring the text "BelleJoy" in a serif font above "Support" in a sans-serif font, with a horizontal line of dots between them. The logo is centered within a white circle, which is itself set against a large, light teal abstract shape in the bottom left corner of the page.

BelleJoy
Support

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Policy Statement

At BelleJoy Support, we aim to include all participants, employees, and volunteers in a culturally responsive environment.

Policy

This policy aims to support and promote an inclusive environment that recognises, respects, and values the individual differences of all people engaged with BelleJoy Support.

Individual differences can include but are not limited to;

- Gender
- Age
- Language
- Ethnicity
- Cultural background
- Disability
- Sexual orientation
- Religious beliefs
- Family responsibilities

Diversity is important in the workplace as it helps us;

- Foster a culture that reflects our values and mission
- Improve the connection between employees and the people we support
- Retain Employees

Delegations

Roles	Responsibilities
Management	<ul style="list-style-type: none"> • Comply with BelleJoy's Diversity & Inclusion Policy and Procedures • Ensure workers are educated on how to best support people in a culturally supportive environment • Ensure an inclusive workplace is provided
Workers, volunteers, contractors and students	<ul style="list-style-type: none"> • Comply with BelleJoy's Diversity & Inclusion Policy and Procedures • Actively support and identify cultural backgrounds and beliefs

Procedure

BelleJoy Support will promote diversity and inclusion by;

- Filling employment openings based on merit
- Fostering an inclusive environment respectful of all cultural backgrounds and beliefs
- Fostering a workplace culture that is inclusive and embraces individual differences
- Consulting participants, carers, family members, community groups, and other organisations based on the individuals needs
- Support and encourage the participants to be involved in the community the same as the rest of the community
- Support participants to socialise and build healthy relationships within the local community
- Provide culturally supportive services

BelleJoy Support will support people from CALD backgrounds.

When providing services to participants we will where possible recruit/ match employees with the same background as the participant if this is a preference for the participant.

BelleJoy Support will ensure all employees supporting the participant are trained in or aware of how to provide services in a culturally sensitive way.

When organising meetings with participants from CALD backgrounds who do not speak English, BelleJoy Support will support the participant to bring a family member or carer who can speak English, or we will arrange an interpreter from an interpreting service, if no family/ carer is available.

Supporting people that identify as LGBTQI+

BelleJoy Support recognise that LGBTQI+ people are a diverse community that is made up of a variety of sexual orientations, bodily diverse people, and gender identities. People with diverse gender and/or sexual identities may be more vulnerable to abuse, mental health conditions and other problems associated with stigma and discrimination.

BelleJoy Support understand this and are committed to supporting people with inclusive services.

We will:

- Foster an environment where people feel safe to express and develop their gender identity and or sexual orientation.
- Acknowledge that all people have the right to voice their views on issues that affect them.
- Avoid assuming anyone's gender identity and sexual orientation.
- Use inclusive and respectful language when speaking to or about LGBTQI+ individuals.
- Identify and manage any discriminatory beliefs if present
- Provide resources to help participants understand their identity
- Support and acknowledge our participants need and right to intimacy and sexual expression. Support and assist our participants choice to safely seek

Intimacy and sexual expression, including for those that need or want, to safely engage, and use sex work services to do so.

- Where appropriate refer LGBTQI+ participants to support services if required
- Provide confidentiality regarding all participants information, including information about gender identity and/ or sexual orientation.
- Respect a person's right not to disclose their gender and/ or sexual orientation.
- Include information about LGBTQI+ during training opportunities.

Definitions

LGBTQI+ - is an acronym for Lesbian, Gay, Bisexual, Trans, Intersex and Queer. LGBTQI+ also includes other sexuality, gender, and bodily diverse people and communities.

CALD - Culturally and Linguistically Diverse (CALD) people are people from other cultures, or people who speak another language.

Record of Review

Review Date	Lead by	People consulted
08/01/2024	Claire Yeatman (General Manager)	Katie Newell (Project Manager)

Legislation

- Disability Discrimination Act 1992
- Nation Disability Insurance Scheme Act 2013
- Australian Human Rights Commission
- NDIS (Quality Indicators) Guidelines 2018
- Racial Discrimination ACT 1975

Linked Documents

- Advocacy policy & procedure
- Consents & Decision-Making policy & procedure