



### Nightlife Disability Services ABN 45 529 705 877

### SD03 DIVERSITY POLICY



## 1. Introduction

The people of Australia come from a wide range of backgrounds. Nightlife Disability Services (Nightlife) aims to create an environment where everyone is treated with dignity and respect, and where traditions and histories of different groups are valued and appreciated.

Nightlife is committed to ensuring that each person accesses supports in a way that is respectful of individual diversity including culture, religion, sexuality, values, and beliefs. We will work collaboratively to ensure the diverse needs, values and beliefs of service users are identified and sensitively responded to and we will uphold each person’s right to practice their culture, values and beliefs while accessing support.

Nightlife will be guided by the following principles to safeguard these rights:

- treat everyone uniquely, ensuring individual needs are met.
- create a welcoming, ability friendly, confidential and culturally appropriate environment.
- recognise, value and respect the diversity of our service users and employees, and the families and communities in which they live.
- ensure people with diverse needs can access services and are free from stigma, discrimination and stereotyping;
- ensure our services and supports are culturally appropriate, and sensitive to the confidentiality of service users in meeting their diverse personal needs.
- identify and respond to the culture, diversity, values and beliefs of our service users; supporting their right to practice their culture, values and beliefs while accessing supports.
- holistically acknowledge and respect a person’s individual needs, unique history, life experiences and personal choices; and
- ensure our Work Health and Safety Policy and Risk Management Policy includes strategies to identify and manage potential risks to diversity and equality.
- acknowledge and respect the traditional owners of the land, Indigenous Australians.

Nightlife Services will:

- ensure all workers are skilled in inclusive practice and service delivery.
- keep service delivery free of inappropriate conduct that detracts from principles of diversity and equality, including discrimination (including indirect discrimination) and harassment (including bullying, victimisation, and vilification); and

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- expect workers to respect local culture etiquette, protocol and communication techniques to ensure that their conduct, as a representative of Nightlife, is appropriate and culturally sensitive.

This Policy supports Nightlife to apply the Individual values and beliefs NDIS Practice Standard.

### 1.1 Scope

This Policy applies to the provision of all services and supports at Nightlife. All staff and volunteers are required to take full responsibility for understanding and implementing this Policy.

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## 2. General

The application of the above NDIS Practice Standard is supported by Nightlife's broader policy suite.

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