



### Preamble

*Bega Garnbirringu Health Services (Bega) is an organisation that operates in a unique cultural environment. As such cultural Safety for all our clients and employees is a philosophy of the organisation to ensure those with whom we interact feel safe, respected and valued. As such we have an expectation that all our employees will act in a diligent and respectful manner in all their dealings to make co-workers and clients feel culturally safe, acknowledged, and respected.*

### Policy Statement.

Having a culturally safe mindset in the way we operate ensures all individuals - clients, employees, and visitors to Bega, are treated respectfully with particular regard to their cultural needs and ways. As such, Bega, through this policy, iterates the importance of being mindful of the way we interact with other persons. We will endeavour to in no way diminish, demean, or disempower any person on the basis of their cultural needs or ways.

Our core business vision and mission are concerned with the cultural safety of Aboriginal and Torres Strait Islander (Aboriginal) people and as such Bega has a priority to care for the particular needs of the cultural requirements of these communities. We therefore recognise the diversity with the Aboriginal communities – there is no single culture and all Aboriginal cultures are recognised for their differences. Differences can include a person's socio-economic background, religion, gender, age, sexuality, and disability.

### Policy Guidelines

Practical ways Bega demonstrates our professional cultural safety protocols is by:

1. Developing and displaying sensitivity to culture knowledge;
2. Being sensitive and respectful about the disadvantage of some cultures and these effects on health and living conditions;
3. Ensure we are equitable with all our dealings that show respect for seniority and gender specific cultural requirements;
4. Using communication, and non-verbal communication, that is respectful, clear and understandable. We avoid using language that could be offensive, or that disempowers another person of where one culture dominates another;
5. Encourage the exploration of different experiences and cultural viewpoints in the way we make decisions and hold discussions.

Bega Executive Management will ensure they promote Cultural Safety by:

- Providing ongoing training in local Cultural Awareness;
- Actively investigate allegations or complaints of breaches of this policy;
- Personally, fostering a spirit of cultural safety in all their dealings with employees and clients.

All Bega employees are responsible for contributing a culturally safe work environment. They do this by:

- Being aware of all organisational policies in relation to equality, such as anti-discrimination policies;



- Attending and engaging in ongoing training programs to support Cultural Awareness and Safety;
- Provide support to new employees on Culturally Safe practices, ways and language, unique to our client needs;
- Refraining from unsafe cultural practices and interactions, like stereotyping, discrimination or being harmful in the way we speak;
- Conducting themselves in a culturally safe manner.

### Breach of Policy

If an employee does not meet the expectations set out in this policy, they may be subject to disciplinary action in accordance with the organisation's **Performance Counselling** and **Disciplinary** policies up to and including possible termination of their employment.