

Diversity and Inclusion Policy Statement

ASeTTS is committed to providing a workplace and services that respect and value diverse customs, cultures and beliefs; and prevents harassment or discrimination of any kind. While our services are delivered to people from refugee-like backgrounds who come from different countries of origin and language groups, we support the human rights of all people and recognise the unique needs of Aboriginal and Torres Strait Islander people, people with disability, and people who are lesbian, gay, bisexual, transgender/gender diverse, queer, or intersex (LGBTQI).

Our promises:

- We will embed principles of respect and inclusion into organisational values, practices, policies and service delivery
- We will demonstrate respect for cultural or religious customs and health practices, including beliefs and taboos
- We will work with clients and their families or carers to improve our understanding of customs, cultures and beliefs
- We will ensure staff and volunteers are trained and understand how to provide culturally competent and safe services
- We will promote the recruitment of staff from diverse backgrounds and/or who have experience in supporting people from diverse backgrounds
- We will provide information in languages and in formats that meet the needs of clients and support their participation, and will arrange for the use of interpreters whenever required
- We will regularly review our documents and processes with a view to reducing barriers to the participation of people from diverse backgrounds
- We will adopt flexible service responses
- We will not tolerate discrimination of any kind

This policy is intended to empower our clients to be vital and active participants in their services and in our organisation. We involve them when making decisions, especially about matters that directly affect them, and celebrate their diversity.



Merissa Van Der Linden
Chief Executive Officer

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