



Diversity & Inclusion



This Policy explains what **Diversity** and **Inclusion** mean and **why it is important**.



Diversity means things that make a person who they are, such as:

- **Race, culture, language**
- **Gender identity** and **Sexual orientation**
- **Religion**
- **Disability**
- **Age**
- **Marital status**
- **Political views**
- **Sporting team** they support or
- **Music they listen to**



Inclusion means all people, regardless of their abilities, disabilities or how they identify

themselves, that they are:

- **Valued and respected,**
- Able to **participate** in ways **meaningful to them,**
- Can **access opportunities** and resources, and
- Can **contribute** their perspectives, experience and talents.



Diversity and inclusion help us to learn:

- About **other people**
- **Different ways** of thinking and doing things.
- To **appreciate** and **value** differences



Juniper is interested to learn about you, your background, life experience, your likes/dislikes, and your individual needs.



This information helps us to create a **person centred supportive environment** where you can **feel included** and **free from discrimination.**



Discrimination means that someone **treats you unfairly or unequally** because of your differences.



Juniper makes sure that you are **not discriminated** **against** or **harassed**. We do this by educating our workers and creating a **welcoming environment** where **diversity** is **celebrated** and **respected**.



Please **contact Juniper** if you would like **more information** about **Diversity and Inclusion**,
OR if you would like to **view** this information in **another format** (way):

- **Phone:** 1300 313 000
- **Online** <https://www.juniper.org.au/contact-us/>
- **Speak to us in person**



You can also contact the **Aged Care Quality and Safety Commission** on **1800 951 822** or by visiting their website: www.agedcarecommission.gov.au



Or you may also contact the **National Disability Insurance Scheme (NDIS) Commission** on **1800 035 544** or by visiting their website: [Error! Hyperlink reference not valid.](#)



For **more information** about **Diversity** and **Inclusion** you can **visit** these **websites**:

- ✓ <https://www.health.gov.au/sites/default/files/documents/2019/12/aged-care-diversity-framework.pdf>
- ✓ <https://www.ndis.gov.au/about-us/careers-ndia/inclusion-and-diversity>