 <p>B.S. Aquino Drive, Bacolod City, Negros Occidental, 6100</p> <p>DR. PABLO O. TORRE MEMORIAL HOSPITAL</p>	Document Code:	DPOTMH-HW-P06
	Effective Date:	04-01-2022
	Document Type:	Policy
	Page Number:	1 of 4
	Department/Section:	Total Quality Division
	Document Title:	ANTI-DISCRIMINATION POLICY

PURPOSE:

To establish guidelines on how to provide excellent, quality and equitable medical and nursing care to patients of Dr. Pablo O. Torre Memorial Hospital (DPOTMH) regardless of Race, Sex, Age, Ability, Class, Sexuality, HIV Status, Language and or Religion.

LEVEL:

All Employees


DEFINITION OF TERMS:

Discrimination means treating a person less favorably than others because of a particular factor/feature, than others would be treated in the same or similar situation or circumstances.¹

Equal opportunities this does not mean treating everyone the same, as we are all different unique beings; it means providing services in a way that acknowledges differences redresses the balance and allows everyone the same opportunity.¹

POLICY:


1. DPOTMH abides with the universal call against any forms of discrimination that shall cause negative impact on people's health and well-being.
2. DPOTMH employees shall realize that carrying some stereotypical images around with them and importantly that being aware of their attitudes if we are to avoid discriminatory practice.
3. DPOTMH employees shall Care be aware of their own beliefs, values, attitudes and stereotypical images they carry if they are to avoid discriminatory practice and care for people equally and non-judgmentally.

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4. The following are examples of discrimination
 - a.) Offering a better service because you have been visiting them a long time
 - b.) Doing things differently for a client because you like or dislike them
 - c.) Spending less time with clients that are challenging
 - d.) Treating clients differently because they have a different social status or professional status
 - e.) Always asking the same person to compromise because they are willing and flexible
 - f.) Doing things differently because you already know or knew about the client
5. DPOTMH employees shall basically treat clients as individuals, respect their wishes, doing things as they want them or explaining why it is not possible; empower the client upholding their rights. Be aware of your own attitudes and challenge discrimination don't ignore it. Recognize care is about doing with not doing for

Examples

- 5.1 Individual eating habits to be respected
- 5.2 Jokes comments and language not to give offense
- 5.3 Culture and customs to be respected
- 5.4 Respect for individual differences encouraged
- 5.5 Access to an interpreter if required

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- 5.6 Aids and adaptations to be made available (should also include time and assistance given to individual needs to ensure equal opportunities)
- 5.7 Respect for mother tongue
- 5.8 Staff behavior to model good practice; physical care products and aids to be enabling
- 5.9 Staff to be encouraged to be self-aware;
- 5.10 Acknowledgment and acceptance of people's sexual orientation
- 5.11 Availability of advocacy (advocacy is speaking on behalf of others)
- 5.12 Discriminatory remarks to be challenged

DOCUMENTATION:


Revised Policy

DISSEMINATION:


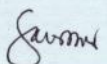
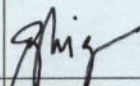

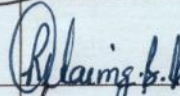
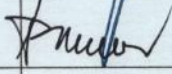
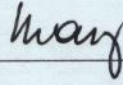
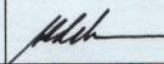

1. Hospital Manual of Policies and Procedures
2. Hospital Communicator

REFERENCE:

¹Promoting antidiscrimination practice. UK Quality Care Solutions Ltd. Email: info@ukqcs.com Web: www.ukqcs.com

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