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	Department/Section:	Metro RMCI Cancer Care Center
	Document Title:	<b>ANTI-DISCRIMINATION POLICY</b>

### **PURPOSE:**

To develop guidelines for providing excellent, quality, and equitable medical and nursing care to Metro RMCI Cancer Center (MRCCC) patients regardless of race, gender, age, ability, class, sexuality, HIV status, language, or religion.

### **LEVEL:**

All Employees of Metro RMCI Cancer Center (MRCCC)

### **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.<sup>1</sup>

**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.<sup>1</sup>

### **POLICY:**

- 1 MRCCC abides by the universal call against any form of discrimination that may cause a negative impact on people's health and well-being.
- 2 MRCCC employees shall realize that they are carrying some stereotypical images around with them and importantly that they are aware of their attitudes if they are to avoid discriminatory practice.
- 3 MRCCC employees shall 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:


- 4.1 Offering a better service because you have been visiting them for a long time
- 4.2 Doing things differently for a client because you like or dislike them
- 4.3 Spending less time with clients that are challenging
- 4.4 Treating clients differently because they have a different social status or professional status
- 4.5 Always asking the same person to compromise because they are willing and flexible
- 4.6 Doing things differently because you already know or knew about the client

5 Employees of the MRCCC must basically treat clients as individuals, respecting their wishes, doing things how they want them to be done or explaining why it is not possible; and empower the client by upholding their rights. Be aware of your own attitudes and challenge discrimination by not ignoring it. Recognize that caring is about doing with rather than doing for.

**Examples:**

- 5.1 Individual eating habits must be respected.
- 5.2 No offensive jokes, comments, or language
- 5.3 Respect for culture and customs
- 5.4 Individual differences are encouraged to be respected.
- 5.5 If necessary, access to an interpreter



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5.6 To be made available are aids and adaptations (which should also include time and money). Assistance is given to individual needs to ensure equal opportunities

5.7 Respect for mother tongue

5.8 Staff behavior should be an example of good practice; physical care products and aids should be available.

5.9 Encourage employees to be self-aware;

5.10 Acknowledgement and acceptance of people's sexual orientation

5.11 Availability of advocacy (advocacy is speaking on behalf of others

5.12 Discriminatory remarks will be challenged.

### **DOCUMENTATION:**

Revised Policy


### **DISSEMINATION:**

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


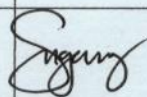

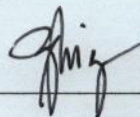
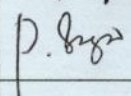
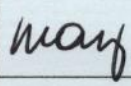
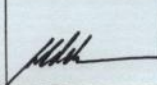

### **REFERENCE:**

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



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