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Section: 4 Human Resource Management	Date: June 1, 2018
Policy: HH4-8A.01 Cultural Diversity Policy	Replaces: January 31, 2017

Cultural Diversity Policy

- The Agency will provide care to patients and families regardless of their cultural background and beliefs.
- Cultural considerations for all patients/clients shall be respected and observed. Where such considerations impede the provision of prescribed health care or treatment, personnel shall notify the supervisor and physician to accommodate the patient/client.
- Different cultural backgrounds, beliefs and religions impact the patient's lifestyles, habits, and view of health and healing. Employees must be able to identify differences in their own beliefs and the patient's beliefs and find ways to support the patient.
- Upon admission, staff will identify the patient's individual beliefs based on their cultural background and develop the plan of care accordingly.
- The Agency will not assign personnel unwilling to comply with the Agency's policy, due to cultural values or religious beliefs, to situations where their actions may conflict with the prescribed treatment or the needs of the patient.
- Cultural diversity training will be completed for all employees at time of orientation and annually thereafter.

Departments Involved in Development: Board of Directors, Compliance Committee, Legal Counsel
Reviewed by Executive Board and approved by the Board 6/1/18
Reviewed by Compliance Officer and approved 6/1/18
All previous versions are obsolete