

## CVS POLICY & PROCEDURE MANUAL

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**Policy Area:** **Operational Policies - General**

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**Policy #  
& Name:** **3.4 Diversity**

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**Group:** All Staff, Volunteers, Board of Directors

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**Purpose:**

The object of these guidelines is to support the Society's philosophy that all participants / residents / families have the right to freedom of choice. This right is to be encouraged, without bias, by all employees.

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**Policy Statement:**

The Community Ventures society includes individuals of all ages, races, religions, cultural backgrounds, abilities, economic level, language and sexual orientation. We support the individuals we serve to enjoy their preferences and choices in all ways.

We will endeavour to reflect the diversity of the people we serve in the choices of staff that we hire, volunteers involved in the organization, including the Board of Directors, in order to actively demonstrate our commitment to diversity.

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**Practice Standards:**

If the participant / resident / family chooses to practice a particular religion, faith or spiritual practices or embraces ethnic or cultural practices or sexual preference every effort will be made to support this choice.

Any pressure, coercion or proselytizing by staff is prohibited.

Dietary, medical and moral tenets based on spiritual or cultural preference will be adhered to except where these tenets interfere with, obstruct, or endanger, in any way, those participants / residents / families not holding such beliefs.

Tolerance of individual beliefs must be exercised by all employees.

Each client's spiritual and/or cultural preferences shall be noted on his/her Personal Information Form. Each child's family's preference shall be noted in the child's service file.

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**Policy Audit:** March Annually

**Date Issued:** March 2004

**Date Revised:**

**Position**

**Responsible:** Executive Director

**References:**    ☞SDA 5.18.A - Personal Information Form  
                  ☞SDC 5.18.A – Child Information Form

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