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| **Social Non Discrimination** |
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| **Policy Name :**  | **Social Non Discrimination** |
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| **Date of implementation :**  |   |
| **Approved By :**  |  ***Superintendent in Chief / Chief Medical Superintendent*** |
|   | Name : |
|   | Signature :  |
|
|   |
| **Reviewed By:**  | ***District Hospital Quality Assurance Team (Incharge / Member)*** |
|   | Name : |
|   | Signature :  |
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|   |
| **Issued By:**  | ***SiC / CMS / Quality Manager*** |
|   | Name : |
|   | Signature :  |
|
|   |
| **Responsibility of Updating :**  | ***Head Of Department***  |
|   | Name : |
|   | Signature :  |
|   |
| **Last Date of Updating** |   |
|  |   |

1. **Purpose** : To provide guideline instruction for Social Non-discrimination for patients care in the hospital.
2. **Scope**: This policy is applicable for indoor/outdoor admission of all patients.

Abbreviations:

OP – Outdoor patients

OPD – Outdoor Patient Department

IP – Indoor Patient

RC - Registration Counter

ED – Emergency Department.

EMO - Emergency Medical Officer

PV Ward – Private Ward

SPV Ward – Semi Private Ward BHT - Bed Head Ticket.

# Policy:

* The right to freedom from discrimination extends to all employees, including full-time, part-time, temporary, probationary, casual and contract staff, as well as volunteers, co-op students, interns and apprentices.
* It is also unacceptable for members of Hospital to engage in discrimination when dealing with clients, or with others they have professional dealings with, such as suppliers or service providers.
* This policy applies at every level of the organization and to every aspect of the workplace environment and employment relationship, including recruitment, selection, promotion, transfers, training, salaries, benefits and termination. It also covers rates of pay, overtime, hours of work, holidays, shift work, discipline and performance evaluations.
* This policy also applies to events that occur outside of the physical workplace such as during business trips or Hospital parties and CME’s
* This policy prohibits discrimination or harassment based on the following grounds, and any combination of these grounds:
* Age
* Creed (religion)
* Sex (including pregnancy and breastfeeding)
* Sexual orientation
* Gender identity
* Gender expression
* Family status (such as being in a parent-child relationship)
* Marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship outside of marriage, whether in a same-sex or opposite-sex relationship)
* Disability (including mental, physical, developmental or learning disabilities)
* Race
* Ancestry
* Place of origin
* Ethnic origin
* Citizenship
* Colour
* Record of offences (criminal conviction for a provincial offence, or for an offence for which a pardon has been received)
* Association or relationship with a person identified by one of the above grounds
* Perception that one of the above grounds applies.