
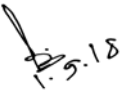
 <p>Govt. of Meghalaya</p>	<p>PRIMARY HEALTH CENTER NARTIANG WEST JAINTIA HILLS 793151 MEGHALAYA</p>	<p>Doc. No. NPHC/SCRP/07</p>
<p><i>Prepared by:</i> Dr(Ms) S.Surong Medical & Health Officer</p>  <p>Signature & Date</p>		<p>Date issue: 01-09-2018</p>
<p><i>Approved by:</i> Dr.R.Pohsnem Sr.M&HO I/C. Nartiang PHC</p>  <p>Signature & Date</p>	<p>SOCIAL, CULTURAL, RELIGIOUS EQUALITY POLICY</p>	<p>Issue No:01</p> <p>Revision No:00</p> <p>Page 1 of 2</p>

SOCIAL, CULTURAL, RELIGIOUS EQUALITY POLICY

A. Purpose: To provide guideline instruction for Social, cultural and religious non-discrimination while delivering health promotive, preventive and curative services in the PHC

B. Scope: This policy is applicable for indoor/outdoor admission/emergency/Immunization services being rendered by the PHC

C. 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
- 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 training, salaries, benefits and annual appraisal
- 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.

