



Eldercare is proud to be a Rainbow Tick accredited organisation

# Eldercare

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peace of mind

Everyone is encouraged to make Eldercare a safe place for LGBTIQ residents, family members, staff and volunteers by following these behaviours:

Like to know more about ElderPRIDE?  
visit [www.eldercare.net.au](http://www.eldercare.net.au)

Our commitment to diversity and inclusion

## ElderPRIDE

Respectful

Accepting

Inclusive

Nurturing

Big hearted

Open minded

Welcoming



[eldercare.net.au](http://eldercare.net.au)

## Creating a culture of respect

Eldercare is committed to ensuring that everyone is treated fairly and with equity. This includes all Eldercare residents, clients, family representatives, volunteers and staff. Eldercare promotes a culture where difference is respected and inclusivity is embraced. We do not accept behaviours that are non-inclusive or discriminatory. Eldercare welcomes diversity. Regardless of your culture, religion, spirituality, age, gender identity, sexual orientation, intersex status, abilities, socio-economic background or personal experience, you are respected and valued.

### ElderPRIDE

Eldercare welcomes members of the lesbian, gay, bisexual, transgender, gender diverse, intersex and queer (LGBTIQ) community. We are committed to keeping our LGBTIQ community safe from discrimination.

We understand that attributes such as sexual orientation, sexual characteristics and gender identity are important but do not define individuals. Eldercare is an ally of the LGBTIQ community; working together to change stereotypical attitudes and negative behaviours.

We believe we have a significant role to play in promoting a deeper understanding of the ways in which past and present experiences of discrimination can impact our LGBTIQ residents, family members, staff and volunteers.



### *The Diversity Tree*

Concept conceived by Eldercare Evanston Park Volunteer Joy Usher.  
The leaves on The Diversity Tree consist of individual thumbprints made by Eldercare Evanston Park residents, family members and staff. Each leaf is unique; just as every person is unique.

## Living our values

### Respect

We protect the dignity, rights and values of the individuals

### Accountability

We are all responsible for working safely and with integrity

### Connection

We develop vibrant and supportive relationships based on warmth and generosity

### Eldercare staff will:

- respect and affirm who you are
- always be warm, respectful and compassionate and show care without judgement
- acknowledge and respect LGBTIQ status if it is disclosed; and maintain confidentiality
- call out and report discriminatory

We encourage LGBTIQ partners and family members to visit Eldercare and feel supported when they do.

We engage in consultation with members of the LGBTIQ community when planning our services.