



## Ethical business policy

ABN 31 664 046 842

**OUR PHILOSOPHY-** THE PRIMARY PHILOSOPHIES OF RAINBOW CONNECTIONS IS TO **EMPOWER** PEOPLE WHO ARE VULNERABLE, OPPRESSED, MARGINALISED AND THOSE WHO DO NOT "FIT" INTO SOCIETAL NORMS. WE INTEGRATE AN **INTERSECTIONAL FEMINIST** APPROACH TO OUR SERVICES TO ACKNOWLEDGE ALL ASPECTS OF A PERSON'S LIFE TO GIVE THEM AN AUTHENTIC PERSON-CENTRED CARE AGENDA. RAINBOW CONNECTIONS BELIEVES IN **EQUITY AND EQUALITY**. ALL MEMBERS OF RAINBOW CONNECTIONS ARE TRULY TRAUMA INFORMED/EXPERIENCED, ARE NEURODIVERGENT, PASSIONATE FEMINISTS AND A PART OF THE **LGBTQIA+** COMMUNITY; THIS ENSURES THE SAFETY FOR BOTH PARTICIPANTS OF RAINBOW CONNECTIONS AND OUR SUPPORT TEAM.

### OPEN AND HONEST COMMUNICATION

WE STRIVE TO BE AS OPEN AND TRANSPARENT AS POSSIBLE WITH ALL OUR COMMUNICATION. WE ENSURE ALL THE COMMUNICATION BETWEEN THE PEOPLE WE SUPPORT IS DELIVERED WITHOUT ANY FORM OF JUDGEMENT, THIS HELPS FOSTER A SAFE AND CONFIDENT RELATIONSHIP TO SHARE INFORMATION FREELY. ENSURING WE ARE ALL OPEN AND HONEST WITH EACH OTHER PREVENTS ANY TYPE OF MISCOMMUNICATION OF EXPECTATIONS. THIS ALLOWS PARTICIPANTS OF RAINBOW CONNECTIONS TO HAVE A FULL SENSE OF AGENCY TO MAKE AN INDEPENDENT INFORMED CHOICE.

### PRIVACY AND SECURITY

RAINBOW CONNECTIONS UNIFORM POLICY IS ESSENTIALLY TO NOT STAND OUT AND LOOK LIKE A SUPPORT WORKER. RAINBOW CONNECTIONS SUPPORT WORKERS DO NOT HAVE IDENTIFYING LOGOS ON THEIR CLOTHING, AND VEHICLES. RAINBOW CONNECTIONS PROTECTS YOUR INFORMATION UNDER THE AUSTRALIAN PRIVACY ACT AND INFORMATION IS NEVER SHARED WITHOUT CONSENT.

### HARASSMENT, DISCRIMINATION AND BULLYING

RAINBOW CONNECTIONS COMPLETELY REJECTS ANY FORM OF HARASSMENT, DISCRIMINATION OR BULLYING MAY THIS BE TOWARDS THE PEOPLE WE SUPPORT OR FROM THE PEOPLE WE SUPPORT. WE STRIVE TO TREAT OTHERS WITH COMPLETE RESPECT AND EXPECT THE SAME TREATMENT TOWARDS US. WE WILL FOREVER ADVOCATE FOR THE PEOPLE WE SUPPORT THROUGHOUT ANY TYPE OF ABUSE AND WILL DO WHATEVER WE CAN TO STAND BY THEM AND ADVOCATE FOR THEM IN ANY SITUATION.

### RESPECT, FAIRNESS AND SUCCESS

RAINBOW CONNECTIONS ASPIRES TO PROVIDE ALL SUPPORT WITH NO JUDGEMENT ON THE PERSON'S CHOICES AND LIFESTYLE. WE COLLABORATE WITH THE PARTICIPANTS OTHER SERVICE PROVIDERS TO SUPPORT THE BEST INTERESTS OF THE PARTICIPANT. WHEN SUPPORT IS NOT WITHIN OUR SCOPE OF PRACTICE THERE ARE PATHWAYS IN PLACE TO ENSURE THAT OUR PARTICIPANTS ARE SAFE. WE WILL ALWAYS ENSURE THAT THE SAFETY, GOALS, AND ABILITIES OF THE PEOPLE WE SUPPORT COME FIRST AND FOREMOST IN OUR CARE.