



Policy Title: Caregiver Support for Youth Culture and Beliefs

Purpose: The purpose of this policy is to ensure that all caregivers employed by Ryse Supportive Services Inc. respect and actively support the cultural beliefs and practices of the youth in their care. This policy aims to create an inclusive, respectful, and supportive environment that recognizes and celebrates the diverse backgrounds of the youth we serve.

Scope: This policy applies to all caregivers, staff, and volunteers working within Ryse Supportive Services Inc.

Policy Statement:

1. Cultural Support and Respect:

- Caregivers are required to actively support and respect the cultural beliefs and practices of the youth in their care. This includes, but is not limited to, religious practices, cultural traditions, and language preferences.
- While caregivers are not required to participate in practices that conflict with their own beliefs, they must ensure that arrangements are made for the youth to practice their beliefs and traditions in a supported and respectful environment.

2. Planning and Accountability:

- Caregivers are expected to communicate and plan in advance to accommodate the cultural needs and practices of the youth.
- Caregivers must take accountability for ensuring that the youth's cultural practices are supported, either personally or by arranging for appropriate coverage.

3. Training and Awareness:

- Ryse Supportive Services Inc. will provide ongoing training and resources to educate and sensitize caregivers about diverse cultures and beliefs.
- Caregivers are expected to actively participate in these training sessions to enhance their understanding and capability to support the youth effectively.

4. Non-Discrimination:

- Caregivers must not discriminate against any youth based on their cultural beliefs or practices.
- Any form of discrimination, including refusal to support cultural practices, will be subject to disciplinary action.



5. **Feedback and Continuous Improvement:**

- Caregivers are encouraged to provide feedback about the support and resources needed to effectively implement this policy.
- Ryse Supportive Services Inc. is committed to continuously improving this policy and its implementation based on caregiver feedback and best practices.

Responsibilities:

- **Caregivers** are responsible for adhering to this policy and actively supporting the cultural beliefs and practices of the youth.
- **Management** is responsible for ensuring that caregivers receive appropriate training and resources and for enforcing this policy.
- **Human Resources** is responsible for addressing any grievances related to this policy and ensuring compliance.
- **Team Leaders** are responsible for sharing and discussing this policy with all staff in their respective homes, ensuring that it is clearly understood and implemented.

Onboarding and Distribution:

- This policy will be shared with all new staff as part of their onboarding process.
- A copy of this policy will be provided in each home and discussed regularly in team meetings to reinforce its importance and application.

Review and Revision: This policy will be reviewed annually or as needed to ensure its effectiveness and relevance. Any revisions will be communicated promptly to all caregivers and staff.