

## **College of Emergency Nursing Australasia**

### **Equality and Diversity**

The College of Emergency Nursing Australasia (the 'College') is committed to eliminating discrimination and championing diversity amongst the emergency nursing community. The College is welcoming of all people, regardless of age, disability, impairment, gender, marriage and civil partnership, pregnancy and maternity, social origin, socioeconomic status, nationality, race, culture, religion or belief, sex and sexual orientation.

Emergency nursing is a unique and specialised area of practice functioning within a distinct health delivery environment; managing the full spectrum of physical, psychological and social health problems within a diverse community. All patients deserve the opportunity to experience timely, appropriate, high-quality care in a safe, compassionate and supportive environment. The College opposes all forms of unlawful and unfair discrimination, and is committed to encouraging equality and diversity.

It is the position of the College that:

1. Members practice in accordance with the Code of Ethics for Nurses<sup>1</sup> and Code of Professional Conduct for Nurses,<sup>2</sup> professional standards,<sup>3</sup> and regulatory acts<sup>4</sup> that inform the fundamental rights and behaviour of emergency nursing professionals toward all providers and recipients of emergency care.
2. Members recognise and respect diversity and the influence of culture and individual choice on emergency nursing, practice, clinical decision-making and health outcomes.
3. Members value the inherent worth and dignity of every individual and advocates for respectful treatment of all individuals.
4. Members respect the individual's right of choice and strive to ensure their choices are understood and promoted.
5. Members strive to provide the best care and possible health outcomes without prejudice or partiality.
6. Members recognise and critically reflect on the evolving nature of ethical issues impacting emergency nursing practice within the profession's ethical framework.<sup>1</sup>
7. Members create and maintain environments in which individual differences in and the contributions of all parts of the emergency care community are recognised and valued.
8. Members promote and maintain a safe working environment that supports dignity and respect to all, and that no form of discrimination, intimidation, bullying or harassment will be tolerated.

1. Nursing and Midwifery Board of Australia, *Code of ethics for nurses in Australia*, 2008.
2. Nursing and Midwifery Board of Australia, *Code of professional conduct for nurses.*, 2013.
3. College of Emergency Nursing Australasia, *Practice standards for the emergency nurse specialist*, 2014, CENA: Sydney.
4. Australian Government, *Australian Human Rights Commission Act 1986*, 1986.