

Policy Number		Passed by Committee of Management
7		23 May 2024

CULTURAL DIVERSITY POLICY

Purpose:

To support Cultural Diversity in the policies and activities of our U3A.

Policy:

- Government policy and the general attitude of the community are that Australians should be able to retain and experience their cultural heritage by freely using their first language, practising their chosen religion and by expressing their cultural customs and dress.
- U3A Nunawading will, within the financial constraints of our budget and within the skills and resources available to us, attempt to offer a balance of culturally diverse programs to suit our local community.
- Diverse backgrounds should not be an obstacle to participation in our U3A.
- While acknowledging the diverse cultural backgrounds of our members, English will be our language of communication and we operate under Australian law.
- With the range of backgrounds and cultures represented in our U3A it is likely that misunderstandings may occasionally occur, and these may cause offence to some people. We will do our best, with good humour, to recognise the needs of majority and minority cultures, and treat all participants of the U3A as equals.

RELATED DOCUMENTS / POLICIES:

- *AIR Act and OH&S Act*
- U3A Nunawading Inc. Constitution and Rules
- U3A Nunawading Policies