

What if the racial incident involves another member of staff?

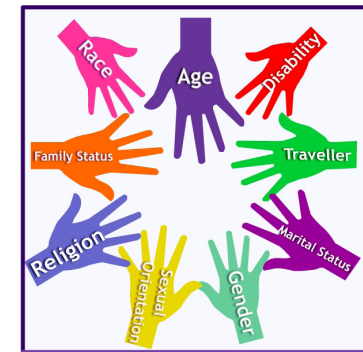
If another member of staff is the alleged perpetrator of the racial incident you should report it to your line Manager. There are hospital procedures for dealing with complaints of harassment, bullying and racial incidents at the work place, please read the TSCUH **Dignity at Work Policy**

Policy Statement

“At Temple Street Children’s University Hospital we value the expertise and diversity of our staff. We will not tolerate inappropriate behaviour, violence or aggression toward any member of staff. All allegations of racial incidents will be taken seriously, investigated thoroughly, and appropriate action taken”.

Security Office can contacted on 4434 or bleep 783

Management of Race Related Incidents



Information for Staff

Author: Diversity Committee



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The information in this leaflet is correct at time of print



What is a Racial Incident ?

A racial incident is 'any incident' which is considered to be racial by the victim or any other person. Some examples are:

- Name calling
- Harassment
- Physical assault
- Intimidation
- Damage to personal property
- Non-cooperation/disrespect

What Should I Do if I See an Incident ?

If you are a staff member and you encounter a racial incident with a service user you should advise the person that this behaviour is not acceptable at this hospital and request that they leave the hospital immediately. Where possible, locate another member of staff to support your action.

The incident should then be reported to your line manager who will log and report the incident on the Risk Management Occurrence System (RESPOND).



Safety of Staff ?

TSCUH has developed this leaflet as guidance to staff in response to a number of racial incidents. In the interest of safety of our staff any behaviour which we consider to be aggressive or inappropriate will be reported to the Gardai and may lead to possible prosecution.

What Are My Rights If a patient, parent or carer does not want me to care for their child ?

At Temple Street Children's Hospital (TSCUH) we respect cultural customs that are in line with quality of care, our national and international policies and guidelines / practices. If a patient, parent or carer has expressed a wish for you not to care for their child on the grounds of race, religion or nationality, they may be asked by the Management to look for appropriate medical treatment at another healthcare facility.

