



# Dubai International Private School Garhoud

## Non-Discrimination Policy

### 2023-2024

#### *DIPS Vision:*

*DIPS, in partnership with parents and community, strives to ensure all students are digitally literate, lifelong learners, productive citizens, and nurture their well-being in an inclusive learning environment.*

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# **Non-Discrimination Policy**

## **Introduction and Purpose**

Dubai International Private School believes that respectful, professional conduct furthers the school's mission, promotes productivity, minimizes disputes and enhances the school's reputation. It is expected that the members of the school community are respectful to each other and aware of the negative consequences of discrimination.

This policy is intended to support the Dubai International Private School's overall commitment to create a safe and happy place environment for everyone. It acknowledges Dubai International School's ethical and legal responsibility to afford equal treatment and equal opportunity to all persons, and thus complies with the UAE Federal Decree Law No. 2 which was issued in 2015 by H. H Sheikh Khalifa Bin Zayed Al Nahyan on Combating Discrimination and Hatred and which aims to protect everyone in the UAE and thus bring the concept of social security to a new level. The law criminalizes any acts that trigger religious hatred and/or insult religion through any form of expression, which covers speech and the written word, books, pamphlets or online media. The law prohibits any act that would be considered as insulting God, his prophets or apostles or holy books or houses of worship or graveyards.

## **Scope**

In keeping with the spirit and letter of the federal law, Dubai international Private School prohibits discrimination against its all employees, parents, visitors, and students

## **Policy Elements**

Discrimination is any negative action or attitude directed toward someone because of protected characteristics, like race, gender or other characteristics such as:

- Age
- Religion
- Ethnicity/nationality
- Disability/medical history
- Marriage
- Pregnancy/maternity/paternity

- Gender identity

### **The School's Commitment**

Dubai International Private School's Non-Discrimination Policy explains how it prevents discrimination and protects its employees, stakeholders, and students from offensive harmful behavior. This policy confirms that the school will not tolerate any kind of discrimination that creates a hostile and unpleasant environment for all stakeholders and visitors. Employees or students who harass their colleagues or mates will go through disciplinary process and the school may reprimand, demote, or terminate their contracts based on the severity of their offence.

### **What to Do in Case of Discrimination**

If you are the victim of discriminatory behavior ( or if you suspect that others are being discriminated against), you may refer to your Section Head as soon as possible. The HOS is responsible for hearing your claim, investigating the issue and the raise the case in the SLT meeting take proper decision. Punishment for discriminatory behavior depends on the severity of the offence. For example, inadvertently offending someone might warrant a reprimand. Conversely, willfully bypassing employees for promotion because of a protected characteristic will result in termination.

### **How to Address Discrimination Complaints**

If any employee, student, or applicant decides to file a complaint of discrimination against the administration or senior staff (e.g. HOS, Assistant Principal, or Principal) the school is committed not to retaliate against him/her.

The school will investigate all claims discretely. It will never disclose who made a complaint to anyone or give out information that may help others identify that person.