

AISCT Anti-Discrimination Code

At the American International School of Cape Town (AISCT), we hold firm to our three pillars of respect, responsibility, and integrity and value inclusivity and diversity. Recognizing the impact that Apartheid has had on the history of this nation, AISCT strives to be an example of unity and acceptance. As such, we expect all members of our community, whether in person or online, to treat each other with dignity and courtesy. Discrimination, in any form, has no place within our school community.

Definition of Discrimination:

The school recognizes discrimination as any unjust or prejudicial treatment of individuals or groups based on race, color, ethnicity, national origin, religion, gender, sexual orientation, disability, language, culture, or any other characteristic protected by South African Law.¹

Discriminatory acts may include, but are not limited to:

- Bullying, verbal abuse, insults, and threats;
- Written discrimination (e.g. graffiti, online slurs, or comments);
- Sexual harassment (*deliberate or repeated offensive comments, gestures, or physical contact of an abusive or intimidating nature, sexual or otherwise, in the school or school-sponsored environment.*);
- Provocative behavior (e.g. wearing discriminatory badges or insignia, offensive gestures);
- Discriminatory comments and microaggressions (*a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group*);
- Ridicule of an individual's perceived differences;
- Physical assaults;
- Any distinction, exclusion, limitation, or preference made by a person in an authoritative position who uses unfair grounds to distinguish, exclude, or limit, persons from inclusion in school-based activities.

A few examples of this include, but are not limited to:

- Making fun of the clothes, food, or physical appearance (including hair) of people who are perceived as different
- Telling, sharing, or laughing at jokes directed against people from a particular group
- Associating the presence of any group of people with a stereotype
- Expressing judgment of people based on their socio-economic status
- Teasing a classmate about their family structure

¹ South Africa's Anti-Discrimination law can be found at <https://www.gov.za/documents/promotion-equality-and-prevention-unfair-discrimination-act>

Discriminatory comments, gestures, and images are harmful and should never be used in jest. It is essential to recognize that the impact of these actions can be profound, irrespective of the intent behind them. There will be a consequence for any discriminatory act. Consequences are determined by a committee of educators and may range from education and restorative justice practices up to expulsion. Repeated discriminatory acts, or an act of a serious nature, may immediately escalate to a disciplinary hearing. We believe in restorative justice and try to implement a system that focuses on mediation and agreement rather than punishment. As such, all students will be educated on the impact of their wrongdoing and will be responsible for repairing the harm caused to the victim and the larger community.

Reporting and Non-Retaliation:

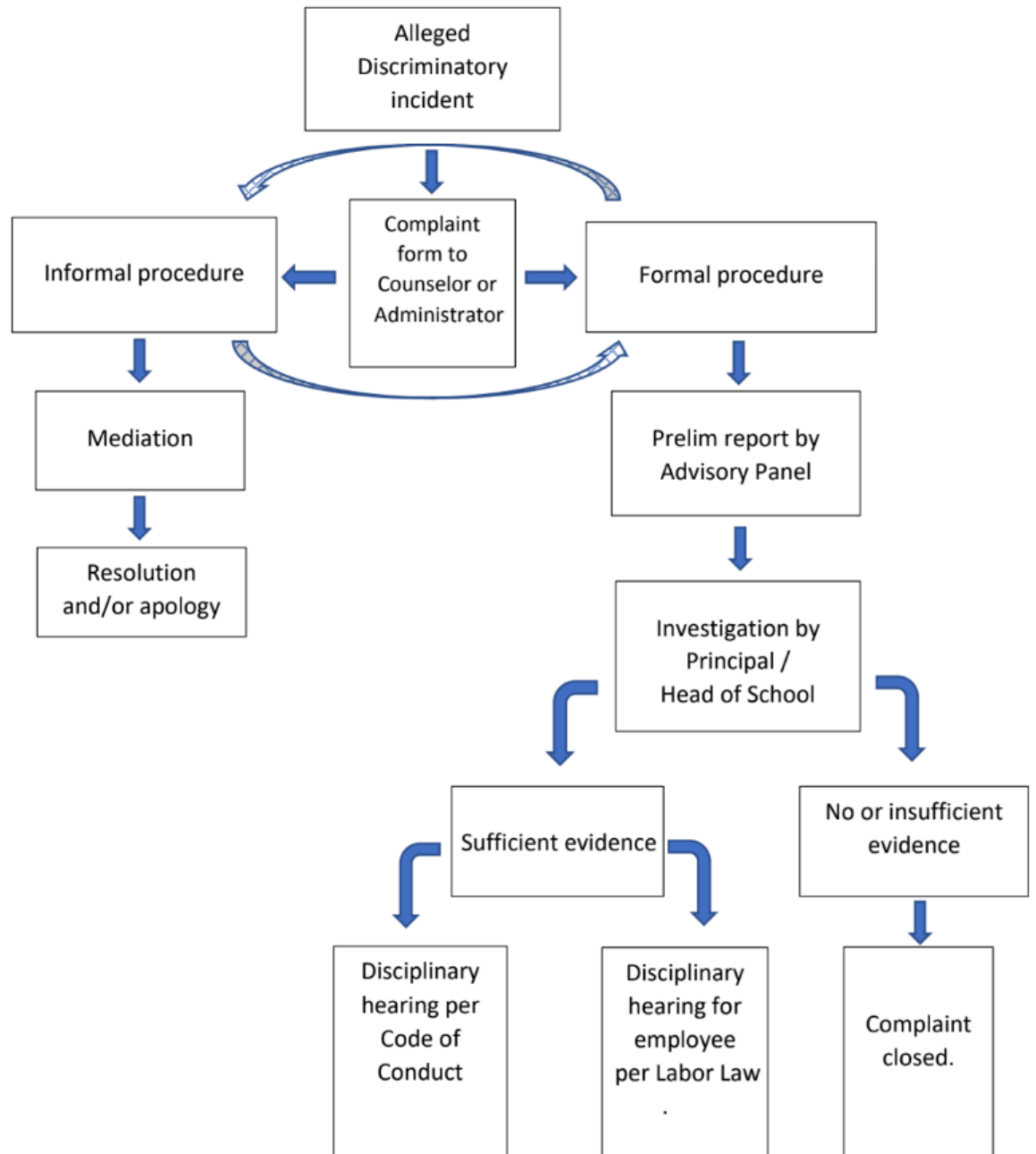
Members of the AISCT community are expected to promptly report any discriminatory offense witnessed or heard of. Retaliation against those who report incidents or act as upstanders will not be tolerated. AISCT is committed to protecting individuals who come forward to report discriminatory behavior and fostering an environment where everyone feels safe to do so. While we expect members of our community to report wrongdoing, false accusations against any member of the community are equally unacceptable. Persons found guilty of making false accusations will face similar consequences to those who committed an act of discrimination.

Acknowledgment:

I, _____ (print name), understand and acknowledge the importance of the AISCT Anti-Discrimination Code of Conduct. I commit to upholding the principles outlined in this code and contributing to the creation of a respectful and inclusive community. I understand that by breaching this code, I will face the consequences described above.

Signature: _____ Date: _____

AISCT REPORTING FLOW CHART



Appendix: Reporting Form

To report a complaint or incident related to discrimination, please use the following form. The form can be submitted to [Designated Contact Person/Office]. Please note that all information reported below will be kept confidential.

Name of person reporting	
Date & Time of Incident	
Persons Involved	
Witnesses (if any)	
Description of Incident	
Preferred Resolution Action Requested (if any) <i>*This recommendation will be taken into consideration when determining the final consequences</i>	
Request for emotional support (if any)	
Supporting documents	

I affirm that everything I have reported here is true and accurate to the best of my knowledge.

Signature

Date