



European School LLC

შპს ევროპული სკოლა

Non-Discrimination Policy



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Our Mission

The European International School provides an exceptional education in a nurturing and academically challenging environment, inspiring each student to achieve their personal best and become an influential and socially responsible global citizen.

Our Values

Our values-driven international education is expressed through core values that are woven into every academic and extra-curricular activity at the European International School. We actively promote four values that form the basis of everything we do. They include:

- Leading through innovation
- Pursuing excellence
- Growing by learning

With these values at our core, we encourage independent learning and empower students to embrace responsibility. Students at the European School learn to celebrate diversity in a spirit of understanding and tolerance that helps them become citizens of the world.

Our Commitment is to:

- Offer inclusive, diverse, and innovative learning communities.
- Develop, support, and empower our students intellectually, creatively, socially, physically, and ethically in harmony with a multicultural environment.
- Focus on academic excellence and integrity.
- Creating lifelong learners committed to international mindedness.

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Terminology

Term	Description
Discrimination	Any action, behavior, or policy that treats an individual or group unfairly based on protected characteristics, resulting in disadvantage.
Harassment	Unwanted conduct related to a protected characteristic that violates an individual's dignity or creates an intimidating, hostile environment.
Equity	Fair treatment, opportunities, and support for all individuals, acknowledging different needs.
Inclusion	Ensuring all individuals feel welcomed, respected, supported, and valued, allowing for full participation in the school community.
Unconscious Bias	Attitudes or stereotypes that unconsciously affect understanding, actions, or decisions.
Whistleblower	An individual who exposes information or activity deemed illegal, unethical, or not correct within an organisation.
Mediation	A neutral third party facilitates a resolution between disputing parties.
Confidentiality	The state of keeping or being kept secret or private.
Remuneration	Money paid for work or a service.
Retaliation	Adverse actions taken against an individual for reporting or opposing wrongdoing.
Restorative Practices	Approaches to discipline and conflict resolution that focus on repairing harm and restoring relationships.

1. Introduction

The European School is unwavering in its dedication to cultivating an inclusive and equitable learning environment where every individual—regardless of their background, identity, or personal circumstances—feels valued, respected, and empowered. This Non-Discrimination Policy is a fundamental pillar of our mission to nurture responsible global citizens and reflects our commitment to adhering to local laws and regulations, as well as international human rights standards.

Fostering inclusivity is a continuous journey that demands commitment, collaboration, and accountability across all levels of our school community. By embedding non-discrimination, equity,

and inclusion into every facet of our operations, we aim to create a supportive environment where everyone can thrive.

2. Purpose

The purpose of this policy is to clearly articulate the European School's steadfast commitment to preventing discrimination, promoting equal opportunities, and ensuring a safe and healthy environment for all members of our community. By aligning with local laws and regulations, this policy not only meets legal requirements but also reinforces our dedication to upholding the highest standards of fairness and inclusivity within our institution.

3. Scope

This policy applies to all students, staff, parents, and visitors, encompassing all areas of school life, including but not limited to:

- Admissions
- Academics
- Extracurricular activities
- Employment practices
- Use of school facilities and services

It ensures alignment with Georgian laws, including the Law on the Elimination of All Forms of Discrimination and the Labour Code of Georgia, as well as relevant international standards such as the Convention on the Rights of the Child (CRC), the International Convention on the Elimination of All Forms of Racial Discrimination (CERD), UNESCO principles, the European Convention on Human Rights (ECHR), International Labour Organization (ILO) standards, and the Sustainable Development Goals (SDGs).

4. Statement of Policy

The European School unequivocally prohibits any form of discrimination, harassment, or inequity based on, but not limited to, the following protected characteristics:

- Age
- Race, ethnicity, or national origin
- Colour
- Gender identity, gender expression, or pregnancy
- Genetic information
- Ancestry or caste

- Religion or creed
- Disability or medical condition
- Sexual orientation
- Marital or familial status
- Veteran or military status
- Political beliefs

All protected characteristics covered by Georgian law and relevant local legislation are included in this policy. Any individual or group found to be in violation of this policy will be subject to remedial or disciplinary action consistent with relevant school procedures and legal requirements.

5. Guiding Principles

5.1 Fair Process

All concerns and violations are addressed through clear, equitable, and unbiased procedures. This includes timely responses, well-defined documentation, and transparent decision-making.

5.2 Impartiality

Investigations and resolutions are conducted by neutral personnel assigned by the Director's "Order".

5.3 Respect for Privacy

Confidentiality is maintained for all individuals involved in any process related to this policy, ensuring that personal and professional reputations are safeguarded.

5.4 Non-Retaliation

Individuals who report concerns or participate in investigations are protected from any form of retaliation or adverse treatment.

5.5 Transparency and Accountability

The school commits to clear communication and regular updates on inclusivity initiatives, complaint resolutions, and ongoing improvements in equity measures.

6. Roles and Responsibilities

6.1 Leadership Team

- **Strategic Vision:** Develop and communicate the school's long-term goals for inclusivity and equity.

- **Resource Allocation:** Ensure adequate resources—financial, human, and material—are available to support the policy’s implementation.
- **Model Behaviour:** Exemplify respect and inclusivity in interactions and decision-making.
- **Oversight:** Regularly evaluate the policy’s effectiveness and ensure compliance at all levels.

6.2 Human Resources Management Division

- **Recruitment and Onboarding:** Develop strategies that attract diverse candidates and ensure unbiased hiring practices.
- **Training and Development:** Organize regular training sessions on unconscious bias, cultural competence, legal compliance, and restorative justice.
- **Policy Oversight:** Manage complaints, conduct investigations, and enforce disciplinary actions as necessary.
- **Monitoring and Reporting:** Analyze data on diversity metrics, equity outcomes, and incident reports to inform leadership and stakeholders.

6.4 Staff and Faculty

- **Curriculum Integration:** Embed principles of equity and inclusion into teaching and course materials.
- **Role Modelling:** Demonstrate mutual respect and understanding in all interactions.
- **Active Participation:** Attend training sessions and engage with initiatives to enhance cultural competence.
- **Reporting:** Address and report incidents of discrimination or harassment promptly through designated channels.

6.5 Students

- **Inclusivity Advocacy:** Participate in student-led clubs or committees promoting respect and equity.
- **Reporting Mechanisms:** Utilize available channels to report concerns or incidents of bias or harassment.
- **Community Building:** Contribute to an inclusive school culture by supporting peers and engaging in awareness campaigns.

6.6 Parents and Guardians

- **Support:** Reinforce the school’s values of inclusivity at home.
- **Engagement:** Participate in school programmes and provide feedback on equity initiatives.

- **Role Modelling:** Demonstrate respect and understanding in interactions with other community members.

7. Reporting and Complaints

A clear and accessible reporting structure is essential for addressing concerns effectively. The school ensures that all community members feel safe and supported in raising issues related to discrimination, harassment, or inequity.

7.1 Multiple Reporting Channels

- **Informal Reporting:** School personnel may seek confidential informal advice from their line managers, Human Resources Management or the Leadership Team.
- **Anonymous Reporting:** Provide an online or physical drop-box system to allow anonymous submission of concerns, if permissible under local regulations.
- **Whistleblower Protections:** Explicitly prohibit retaliation in any form against those who report or participate in investigations.

7.2 Complaints Resolution

Both Informal and Formal complaints will be addressed in line with the School Complaints Policy and Procedure and the Statute of Disciplinary Committee.

7.3 Post-Investigation Support

- **Counselling and Well-Being:** Provide access to counselling services, academic accommodations, or restorative dialogues if an incident is substantiated.
- **Follow-Up:** Conduct a follow-up check-in with the parties involved to ensure resolution measures remain effective and respect is upheld.

8. Preventive Measures

8.1 Inclusive Curriculum and Classroom Practices

- **Diverse Perspectives:** Incorporate global, multicultural, and historically marginalized viewpoints in lesson planning.

- **Regular Check-Ins:** Encourage teachers to create safe spaces in the classroom for students to voice concerns or share experiences.

8.2 Student-Led Initiatives

- **Clubs and Committees:** Foster groups that focus on diversity and inclusion, allowing students to take an active role in shaping school culture.
- **Awareness Campaigns:** Support student-driven projects or assemblies that highlight equity issues and celebrate cultural, linguistic, and personal differences.

8.3 Staff Peer Observations and Coaching

- **Peer Feedback:** Encourage staff members to observe each other's classes to identify and share inclusive teaching strategies.
- **Mentorship Programmes:** Pair veteran faculty with newer members for ongoing learning and support in inclusive pedagogy.

9. Professional Development

9.1 Mandatory Training

- **Annual Sessions:** Cover anti-discrimination laws, unconscious bias, inclusive practices, and relevant local legislation updates.
- **Trauma-Informed Training:** Equip staff with basic knowledge of how to respond compassionately to incidents involving bias or harassment.

9.2 Specialized Workshops

- **Topics:** Restorative justice, neurodiversity, gender inclusion, anti-racism strategies, etc.
- **External Expertise:** Collaborate with NGOs, advocacy groups, or universities to provide fresh perspectives and deeper insights.

9.3 Feedback Loops

- **Employee Satisfaction Survey:** Include post-training evaluations as part of the broader employee satisfaction survey to gather input for refining and improving training content
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- **Ongoing Improvement:** Update training materials regularly in response to new research, legal developments, and community feedback.

10. Monitoring and Evaluation

10.1 Data Collection

- **Incident Reports:** Track the number and types of complaints received, resolutions, and outcomes.
- **Diversity Metrics:** Gather anonymous data on the demographic composition of staff, faculty, and students.
- **Training Participation:** Maintain records of who has completed mandatory sessions and specialized workshops.

10.2 Regular Review Cycles

- **Annual Check-Ins:** Conduct surveys or focus groups to assess the school climate.
- **Stakeholder Engagement:** Solicit continuous feedback from students, parents, and faculty to identify gaps and opportunities.

10.3 Transparency

- **Aggregated Data Sharing:** Where appropriate, share de-identified data and trends with the school community to build trust and collective responsibility for improvement.

11. Data Protection and Confidentiality

All personal and sensitive data are handled in compliance with GDPR, Georgian data protection laws, and relevant local privacy regulations. Strict protocols are in place to limit access to complaint records, investigation reports, and personal data to authorized personnel only.

12. Alignment with International Standards

This policy aligns with several key international frameworks to ensure a comprehensive and globally informed approach to non-discrimination and inclusivity:

- **United Nations Convention on the Rights of the Child (CRC):** Advocates for children's rights in education and safety, ensuring a supportive and non-discriminatory learning environment.
- **International Convention on the Elimination of All Forms of Racial Discrimination (CERD):** Commits to eliminating racial discrimination and promoting racial equity, fostering a multicultural environment where all racial and ethnic backgrounds are respected.
- **UNESCO Principles:** Promote equitable and inclusive education by integrating diverse perspectives into the curriculum and eliminating educational barriers.

- **International Labour Organization (ILO) Standards:** Ensure fairness in employment practices, promoting a diverse and inclusive workforce through unbiased recruitment, hiring, and retention processes.
- **European Convention on Human Rights (ECHR):** Protects fundamental rights, including the right to non-discrimination, ensuring that the school's policies uphold the highest human rights standards.
- **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW):** Focuses on eliminating gender-based discrimination and promoting gender equality.
- **Convention on the Rights of Persons with Disabilities (CRPD):** Advocates for the full participation of persons with disabilities in society, including access to education and employment.

15. Implementation and Monitoring

15.1 Policy Integration

This Non-Discrimination Policy seamlessly incorporates key principles from local laws and regulations to ensure a cohesive and legally compliant framework for promoting equality and preventing discrimination within the school.

15.2 Monitoring Compliance

- **Regular Audits:** Conduct periodic reviews to assess adherence to both the Non-Discrimination Policy and relevant local laws.
- **Feedback Mechanisms:** Provide channels for staff to offer feedback on policy effectiveness and suggest improvements.

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