



UNITED HERZLIA SCHOOLS

בתי"ס המאוחדים הרצליה

ANTI-DISCRIMINATION AND INCLUSIVENESS POLICY

1. Objectives of the policy

- 1.1. South Africa's legacy of the polarising socio-racial segregation of Apartheid requires that its education system pays particular attention to the Bill of Rights as outlined in Chapter 2 of the Constitution of the Republic of South Africa, 1996.
- 1.2. Herzlia does not tolerate any conduct that may make any member of the schools' community feel excluded, belittled or unfairly discriminated against.
- 1.3. This policy seeks to make explicit the tenets of Herzlia' position to these imperatives.

2. Implementation and application of the policy

- 2.1. This policy is immediately applicable and applies to all directly, or indirectly associated in any way with Herzlia.

3. Main policy commitments

- 3.1. Herzlia's value system espouses Menschlichkeit, high quality education, sustainability, caring, responsible leadership and respect.
- 3.2. Herzlia has no tolerance of any unfair prejudice or unfair discrimination on any basis including but not limited to race, national origin, disability, sexual orientation, gender identity, ethnicity or HIV status and is thus committed to working, teaching and learning and recreational environments free of prejudice, discrimination, intimidation and harassment.
- 3.3. The aims of its education includes developing its staff, pupils and community, a deep respect for diversity, non-racialism, social inclusion and social cohesion.
- 3.4. The reputation of Herzlia is the responsibility of all.
- 3.5. Conduct that in any way undermines these commitments directly, or in an implied fashion, and that promotes or signifies unfair exclusion, unfair prejudice or unlawful discrimination, will be dealt with decisively and will normally result in exclusion of the persons responsible from Herzlia.

4. Areas for positive manifestation of the commitments of this policy

- 4.1. Herzlia commits to promoting awareness and understanding of its staff, contractors, parents and pupils of Herzlia's shared values and principles and the broader discourse of social cohesion.
- 4.2. Herzlia will continually monitor and review its policies and practices to promote diversity, inclusion and cohesion.
- 4.3. Herzlia will hold its staff and contractors to account.
- 4.4. The commitment of parents and guardians to the rules and conditions of enrolment and to this policy is expected; including their appropriate use of social media in regard to school related matters.
- 4.5. Herzlia will ensure that its teaching and learning methods and curriculum content promote inclusivity and protect and promote the needs of the different pupils at all times.
- 4.6. Herzlia will monitor the implementation of the pupils' code of conduct to ensure that there is absolute adherence to this policy and its objectives.
- 4.7. All staff and management are required to conduct themselves in accordance with the objectives of this policy.
- 4.8. Herzlia requires all who communicate on behalf of the schools, including but not limited to, formal and informal communication including the use of social media, to communicate in an inclusive, cohesive and positive manner that in no way undermines the objectives of this policy.

5. Brief procedure for dealing with breach of this policy

- 5.1. The implementation of this policy shall be overseen by the Executive Director, Directors, the Herzlia Board and Principals.
- 5.2. Instances of a breach of this policy shall be dealt with in accordance with applicable national legislation, regulations and internal HR policies and procedures.
- 5.3. All media interactions relating to alleged discrimination will be dealt with by the Executive Director, Directors and the Herzlia Board.

6. Review of the policy

- 6.1. This policy shall be reviewed biennially or as necessitated by circumstances.