



CBC ST JOHN'S, PARKLANDS	
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POLICY TITLE	INCLUSIVITY POLICY (POLICY AGAINST VICTIMISATION DISCRIMINATION AND RACISM)
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Related policies	

INCLUSIVITY POLICY (POLICY AGAINST VICTIMISATION DISCRIMINATION AND RACISM)

1. PREAMBLE

- 1.1 This policy intends to regulate the behaviour of teachers and students to avoid victimisation of individuals employed by or under the tuition of the College. On the grounds of the Constitution the following code must be adhered to:

2. FOCUS AND SCOPE

Nobody will unfairly discriminate against other persons based on race, gender, disability, sex, pregnancy, marital status, ethnic and social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language, birth, family responsibility, HIV status, political opinion or other grounds prohibited by the Constitution of the Republic of South Africa

3. POLICY STATEMENT

The following actions are always forbidden:



- 3.1 The uttering of slurs or comments of a personal nature that refers to a person's religion, race, culture, language, age group, disability, health or sexual orientation.
- 3.2 The utterance of derogatory remarks referring to the race, culture, creed, or religion of any individual.
- 3.3 The caricaturing of any race, culture, creed, or religion by the imitation of physical features, attire, clothing, speech or accent of a person.
 - 3.3.1 Exceptions will be made for the students of Dramatic Arts in their practical work where the context of the work may require "in character" behaviour, features or speech or the physical portrayal of a person in visual art as an object of art, as long as complies with the constitutional obligation of the individual not to engage in hate speech or violate the dignity of another person.
- 3.4 Teachers should always remain fully inclusive of all students in their care without discrimination on the grounds of race, culture, language, age, disability, health and sexual orientation.
- 3.5 Teachers should always include students with barriers to learning in their teaching and assessment.
- 3.6 Special provision for assessment should be made for students who require it.