

1.6 Diversity, Equity, Inclusion, Justice Policy

In fulfilling our mission, AISZ is dedicated to creating systems that value the unique contributions of all students and staff to our school and fully engage all members of our school community in achieving our vision. We commit to explicitly embedding a diversity, equity, and inclusion lens in our organizational and learning culture. The Director is responsible for ensuring that our school culture embodies practices honoring and demonstrating diversity (the collective mix of differences and similarities amongst individuals within our community), equity (equitable access to success across our school's programs), and inclusion (an environment in which all individuals feel a sense of belonging) in our diverse community.

Any established breach will be regarded as a breach of our Codes of Conduct and Responsibilities.

These values are encapsulated in AISZ Diversity Charter and supported by [The United Nations Declaration of Human Rights](#) and [The United Nations Convention on the Rights of the Child](#). AISZ also subscribes to tenants of the European Union and Croatian Diversity Charters.

Diversity Charter AISZ.

AISZ is committed to and accountable for advancing diversity, equity, and inclusion in all of its forms. As an international school, we embrace Diversity, Equity, Inclusion and Justice.

Diversity, Equity, Inclusion, and Justice (DEIJ) speak differently to distinct values we embrace as a school:

- **Diversity:** *The representation of different and unique identities, characteristics, experiences and perspectives.*
- **Equity:** *Giving everyone what they need to succeed by increasing access, resources, and opportunities for all; especially for those who are underrepresented and have been historically disadvantaged.*
- **Inclusion:** *A welcoming culture in which differences are celebrated and everyone is valued, respected, and able to reach their full potential.*
- **Justice:** *Justice at AISV is an active and conscious effort to work against systemic inequity, exclusion, and intolerance within our school and community. All community members are empowered to tackle difficult issues, minimize bias, remove barriers to resources and opportunities, and dismantle injustice wherever found, including within ourselves.*

We believe that these bring together different points of view and different experiences. Embracing Diversity, Equity, Inclusion and Justice helps to prepare our students and our wider community for life in a global society, broadening perspectives and contributing to academic excellence. DEIJ helps individuals and communities thrive.

We recognise diversity, equity, inclusion and justice as an asset to our school. Respecting differences and recognising diversity are core beliefs in our school, symbolised by our emblem. By engaging with multiple perspectives different from one's own, our community of learners build empathy, respect and understanding. It is an ongoing process which strengthens our community and enriches the lives of our students.

Diversity includes, but is not limited to heritage, ethnicity, language, gender, gender identity and expression, spiritual beliefs, religious beliefs, sexual orientation, identity and expression, age, socio-economic status, learning styles, personal perspectives and abilities.*

Privacy

All AISZ students have a right to privacy with limitations. Those limitations include if a student or someone else is in danger to themselves or others. Students have the right to maintain privacy of their gender non-conforming status. Information about students' gender identity, legal name, or biological sex at birth are considered confidential.

Personnel of AISZ should not disclose information about a student that would violate their right to confidentiality on these matters to others, including other AISZ community members, unless the student has expressly consented to the sharing of such information. In all deliberations, the psychological and physical wellbeing of the student will be a major consideration.

Dealing with Breaches;

All reported breaches of the Diversity, Equity, Inclusion and Justice Policy and Statement will be investigated by the appropriate School Administration and with the involvement of the school counsellor and any other appropriate person. Any established breach will be regarded as a breach of the Student Code of Conduct or Faculty Code of Professional Conduct.

**Identity & Gender*

Students at AISZ have the right to inform staff members of their desire to be recognized at school using their preferred name and pronouns, and AISZ shall honor their request respectfully, within the framework of the relevant laws and regulations. AISZ will accept and recognize each student's gender identity and will endeavour to use gender neutral terms and pronouns. It is recognised that some accommodations are contingent upon parental agreement.