

GIIS-AD-Policy-26-27-021

Last Review	April 2026
Revised on	11 April 2026
Reviewed by	Principal, Vice Principal, SLT, Inclusion Head and Campus HR
Next Review	April 2027

### **PROCEDURE FOR REPORTING AND RESPONDING TO CULTURAL CONSIDERATION BREACH**

The school shall ensure that all the members of the school community understand, respect, and adhere to the requirements identified in the Cultural Consideration policy, the Code of Conduct for Education Professionals in General Education (MoE, 2022), MoE Circular No. 1 of 2022 Regarding Private School's Compliance with National Identity Requirements in the School Environment, MoE Circular No. 1 of 2023 Regarding Promoting a Safe School Environment, and all other legislation in the UAE.

Procedure to be followed for reporting and responding to any breach of cultural consideration: Immediate reporting of the cultural breach should be done to the line manager and the principal.

#### **FIRST TIME**

- SLT/Principal provides verbal recognition of cultural consideration breach.
- SLT/Principal makes note of the breach and keeps a record.
- SLT/Principal provides verbal reminders of proper conduct.

#### **SECOND TIME**

- Repeat the above-mentioned steps PLUS
- Written advisory will be issued after discussion with the direct line manager by the Principal/HR.

#### **THIRD TIME**

- Repeat steps from second-time violation PLUS
- First Written Warning will be issued after a discussion with the direct line manager by the Principal/HR.

### **IF NO IMPROVEMENT**

◦ Second Written Warning will be issued after a discussion with the direct line manager by the Principal/HR.

**No further improvement in following the Cultural Consideration Policy** will result in the issuing of the third warning followed by suspension and exclusion of the concerned person from school.



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