



BELVEDERE
INTERNATIONAL SCHOOL

CULTURAL CONSIDERATION POLICY VIOLATIONS PROCEDURE 2025-2026

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Approvals:			
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Signature		Date:	24/9/25
BIS Board of Governors	Dr. Salem Aldarmaki		
Signature		Date:	24.09.2025

Cultural Consideration Policy (Violations Handling procedures)

Violations to ADEK cultural Consideration policy are handled through a structured and fair procedure to ensure that the issue is addressed appropriately. Here is a general guideline for the procedure:

1. Policy Communication:

- The cultural consideration policy will be communicated well to all students, staff, and stakeholders
- All stakeholders are aware of the expectations and consequences for violating the policy

2. Reporting Mechanism:

All staff feel safe in reporting violation of the Culture consideration policy. The reporting is done confidentially.

3. Investigation:

In case of infractions a senior leadership team will investigate the reported violations. The team will conduct a thorough investigation, gathering evidence and interviewing relevant staff.

4. Documentation:

- SLT will document all findings and maintain a record of the investigation process
- The records are kept confidential, sharing information only with those directly involved in the resolution process

5. Notification:

- SLT will notify all parties that are involved in the reported violation about the initiation of an investigation
- The team will maintain confidentiality while ensuring transparency about the process

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6. Interviews:

SLT will conduct interviews with the individuals involved in the reported violation, ensuring a fair and unbiased approach while gathering statements from witnesses if available.

7. Decision-Making:

The senior leadership team will review the evidence and statements to determine if a violation has occurred. The team will consider the severity of the violation and any previous incidents when making decisions.

8. Consequences:

- SLT will apply appropriate consequences based on the severity of the violation
- Consequences may include counseling, education, warnings, probation, suspension, or expulsion and termination depending on the circumstances

9. Educational Initiatives:

- The school will implement educational initiatives to promote a better understanding of the cultural consideration policy and its importance
- The school will offer several training sessions to enhance cultural awareness and sensitivity

10. Prevention Strategies:

- The school will develop and implement strategies to prevent future violations, such as ongoing education, awareness campaigns, and fostering a positive cultural environment

11. Follow-up:

- The school will monitor the individuals involved to ensure compliance with the consequences and provide any necessary support
- The school will regularly review and update the cultural consideration policy violations handling procedure as needed

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