BELVEDERE
INTERNATIONAL SCHOOL

CULTURAL CONSIDERATION POLICY – VIOLATIONS HANDLING PROCEDURES

2026-2027

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Approvals:			
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Signature		*Date:*	10/9/26
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Signature		*Date:*	14/9/26

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.

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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.

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.