



CULTURAL CONSIDERATION POLICY



ASIAN INTERNATIONAL PRIVATE SCHOOL

SCHOOL POLICIES

PURPOSE

- Provide guidance to School community on cultural considerations in the UAE to assist them in developing awareness of topics and practices that are culturally appropriate.
 - Define expected school practices to ensure adherence to the current legislation of the UAE
 - Identify specific requirements to ensure teaching and learning resources are aligned with the UAE's cultural sensibilities.
- 1.1 School leadership and members of the school community ensure that they understand, respect, and adhere to the requirements identified in this 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.
- 1.2 The School leadership structure shall be responsible for ensuring that school practices and the content of all teaching and learning resources align with and respect cultural considerations as regulated within the laws of the UAE, including but not limited to the following:
- I. "Respecting the constitution, laws, and orders issued by public authorities in implementation thereof, observance of public order and respect for public morals, is a duty of all residents of the union" (Article 44, Constitution of the UAE).
 - II. "Preserving the Islamic and Arab principles and values, public morals, and the values, traditions, and systems of the state" (Clause 11, Article 11, Federal Decree Law No. (18) of 2020 Concerning Private Education).
 - III. "Respect for national identity and sovereignty" (Clause 12, Article 11, Federal Decree Law No. (18) of 2020 Concerning Private Education).
 - IV. Penalties are applied for "Manufactur[ing], import[ing], export[ing], possess[ing], acquir[ing] or transfer[ing] with the intention of exploitation, distribution or display to others, writings, drawings, photographs, films or symbols or other things if they violate public morals" (Article 416, Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties Law).

The authorized authorities have instructed that the contents of the Cultural Consideration Policy be disseminated, with a focus on the School Community's unwavering adherence to it. Should there be a breach, the individual or group will bear full responsibility. Its repercussions will not subject the School to liability.



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Addressing Cultural Consideration in Schools

School Requirements: The following elements are in place that address cultural considerations:

- I. Induction and Refresher Training: The school leadership structure organizes an induction on cultural consideration awareness for all new staff, parents, and students. Refresher training is equally provided annually to returning staff, parents, and students to enable them to maintain their awareness of cultural considerations in the UAE.
- II. Vetting Resources: The school leadership structure has established processes and procedures for vetting, reviewing, and selecting teaching and learning resources as per Section 2.3 Learning Resources and Activities of this policy.
- III. Observation of UAE Cultural Practices: The School adheres to cultural practices such as singing the UAE national anthem daily, observing official public holidays and national celebrations, and following protocol for flags and portraits as per the Positions of their Highness' Pictures and Placements and Uses of Flags Manual. This includes ensuring that the only flag raised in schools is that of the UAE and portraits are those of the UAE's leaders.
- IV. Monitoring of School Communications: The School follows to regularly monitor all official and unofficial school-related communication channels (newsletters, social media, parent communication groups, etc.) to ensure their compliance with this policy.
- V. Response Mechanism for Non-Compliance: The established processes and procedures for reporting and responding to any breaches of this policy in school include direct monitoring by key stage roles in their section and overseen by leadership structure.

Community Conduct: Members of the school community shall conduct themselves in ways that are mindful of cultural considerations, including the following:

- I. Respect the UAE's cultural and social norms, values, and traditions.
- II. Refraining from (directly/indirectly) promoting inappropriate stereotypes, preconceptions, and assumptions about the UAE and the region.
- III. Refraining from directly or indirectly encouraging any behavior, practice, or displays that are culturally inconsiderate, such as drug and alcohol use, smoking, violence, promoting alternative gender identity and sexual orientation, indoctrination, etc.
- IV. Refraining from using symbols, colors, or imagery associated with any movement/beliefs related to political, social, or extremist religious groups which are culturally inconsiderate, such as misrepresentations of prominent figures, images that are gratuitously violent or sexual in nature, representation of pride movement, extremist ideas, etc.).
- V. Refraining from conducting any activities and/or using any content that leads to the indoctrination and promotion of religious/political extremism, racism, bullying, and all other forms of discrimination.
- VI. Refraining from holding rallies, demonstrations, and protests on school premises or while holding a school-related event offsite.
- VII. Ensuring that one's appearance is culturally considerate. Examples include but are not limited to
 - a. Covering of visible body tattoos and any type of piercings for men and women.
 - b. Appropriate clothing in line with the school's dress code.
- VIII. Ensuring the appropriateness of all school-organized events and celebrations to UAE culture, in adherence with this policy.
- IX. Adhering to the laws of the UAE by conducting themselves accordingly.

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Learning Resources and Activities:

Resource Selection Committee is in place to ensure that all teaching and learning resources are vetted for cultural consideration.

The school shall ensure the following while reviewing and selecting any teaching and learning resource:

1. The suitability and appropriateness of the teaching and learning resources intended for a certain age group.
2. The suitability and appropriateness of the materials (topic/content/images) to the UAE culture, values, and national identity: For example, topics/content/images that are culturally inconsiderate or encourage undesirable habits/ behaviour such as drug and alcohol use, violence, smoking, gambling, alternative gender identity and sexual orientation, indoctrination, etc., shall not be accepted.
3. The suitability and appropriateness of political topics as per the approved UAE Social Studies curriculum.
4. A process is established and on run, with full documentation, to vet or verify the suitability of all resources, which includes a final signing-off by the head librarian, the Resource Selection Committee, and the Principal.

Topics in the Approved Curriculum: The School ensures the following when addressing potentially controversial topics:

1. If the approved curriculum includes topics relating to biological reproduction, human evolution or sex education, schools shall limit the usage of figurative explanation and scientific images/photos required to address the relevant learning outcomes in a manner that is respectful and culturally considerate. a. Schools shall inform parents in advance of the lesson, including the topics that will be covered (and whether the topic will be covered in any assessments), and allow parents to excuse their child from attending the relevant lesson with a written exemption.
2. If the approved curriculum includes topics relating to revolution, wars, or any other potential violent conflict, schools shall ensure that the required content is discussed and handled in the right formal educational context and presented objectively as related content may involve offensive, violent, or obscene imagery or themes. Schools shall limit figurative explanation and scientific images/photos required to address the relevant learning outcomes in a manner that is respectful and culturally considerate.
3. If the approved curriculum includes any potentially controversial topics as part of the learning resources or activities required for the preparation of any high-stakes exams, schools are authorized to teach these topics after seeking approval from ADEK.
4. Where controversial topics may surface outside of approved curricula due to high-profile current events, schools shall follow UAE government direction and adhere to any directives issued by relevant federal or local UAE authorities.

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Roles and Responsibilities

The school ensures that explicit responsibilities have been conveyed to all parties.

→ Teachers shall:

- Develop lesson plans using resources approved by the school's vetting process.
- Conduct additional screening to ensure resources used and content presented to students are culturally appropriate.
- Prepare and vet all online resources in advance of all lessons to ensure they are free of any culturally inconsiderate content, including (but not limited to) images, texts, color schemes, terminologies referencing any of the topics covered in this policy.
- Teachers shall avoid indoctrination when discussing political or cultural matters in class.
- Immediately report any content discovered in resources that may violate this policy to Middle/Senior Leaders and the Principal.
- Ensure adherence with this policy, including data confidentiality requirements when posting school information on public forums, such as social media channels.

→ Middle/Senior Leaders shall:

- Review and approve lesson plans and resources developed by teachers.
- Ensure all resources and materials selected and/or developed are age- and culturally considerate and have been approved by the school's vetting process.
- Supervise the use of resources and materials during lessons to ensure adherence with this policy.
- Continuously monitor the content of the approved digital resources to ensure compliance with the regulations, policies, guidelines, and circulars issued by ADEK.
- Immediately report any content discovered in resources that are noncompliant with this policy to the principal.

→ School Leadership structure and librarian ensure to:

- Review, vet, and sign off all resources requested and ensure that they are compliant with relevant requirements and are age- and culturally appropriate.
- Submit the list of acceptable and non-acceptable resources to the Resource Selection Committee for review and approval.
- Continuously monitor digital and non-digital resources and textbooks including their usage to ensure compliance with the regulations, policies, guidelines, and circulars issued by ADEK.
- Immediately report any content discovered in resources that may violate this policy to the Principal and remove the resource from circulation.

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→ Principals shall:

- a. Form a Resource Selection Committee to review, vet, and approve all resources.
- b. Implement and document the school-level process for the selection of teaching and learning resources as per Section 2.1.2 of this policy.
- c. Provide, upon request, the full set of documentation for the vetting process as indicated in Section 2.3.4 to ADEK.
- d. Communicate school-level processes and procedures to all staff.
- e. Ensure all resources and materials selected and/or developed at the school are age- and culturally appropriate.
- f. Ensure the delivery of cultural consideration awareness induction and refresher training.
- g. Report any content discovered in resources that are non-compliant with this policy to ADEK and ensure it is immediately removed from circulation.
- h. Ensure relevant staff engage parents to communicate that their school:
 - a. Entrusts parents to oversee their child's use of the internet at home to minimize their exposure to inappropriate content.
 - b. Expects parents to immediately report to both the school and Abu Dhabi Contact Centre (800 555) any content in school resources that is noncompliant with this policy and always exercise caution when posting school information on public forums and social media channels.

Compliance

This policy shall be effective as of 9 January 2024 and schools are expected to be fully compliant by this date.

1. ADEK will actively and rigorously monitor compliance with this policy. Any report of potential violations will be investigated and will lead to a determination of noncompliance if malicious intent is established.
2. Sanctions for non-compliance may include the following, subject to the approval of the ADEK Chairman:
 - a. **Revocation of the appointment letter of the individual(s) for whom malicious intent was determined.**
 - b. **A warning letter to the school and its investors.**
 - c. **A penalty ranging from 50,000 AED to 350,000 AED.**
3. Continued failure to comply with this policy shall be subject to legal accountability and the penalties stipulated in accordance with ADEK's regulations, policies, and requirements, notwithstanding any other penalties imposed by Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties Law or any other relevant law. ADEK reserves the right to intervene if the school is found to be in violation of its obligations.

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Administrative Fines Matrix for Non-Compliance with the Cultural Consideration Policy

Item	Violation Category	First time	Second time	Third time reoccurrence onwards	Additional measures
First	Violations related to negligence and non-compliance	Administrative fine value AED 50,000	Administrative fine value AED 100,000	Administrative fine value AED 150,000	-
(Type of violations under this category)					
1	Non-compliance in organizing and delivering cultural consideration awareness induction programs and refresher training to relevant persons according to the ADEK Cultural Consideration Policy.				
2	Failure to establish a committee to select and review all teaching and learning resources to ensure their compatibility with the culture, values, customs, traditions, and national identity of the UAE.				
3	Failure to fully document the selections and recommendations of the resource selection committee in the school.				
4	Failure to provide a list of teaching and learning resources approved by the school.				
5	Lack of approved processes and procedures to vet and ensure the conformity of all teaching and learning resources with the ADEK Cultural Consideration Policy.				
6	Lack of dedicated processes and procedures for monitoring all school-related communication channels on a regular basis.				
7	Lack of established dedicated processes and procedures for reporting and responding to any breaches of the ADEK Cultural Consideration Policy.				
8	Lack of a school dress code for students and staff in accordance with the ADEK Cultural Consideration Policy.				
9	Failure to take necessary measures against violators of the school dress code.				



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Item	Violation Category	First time	Second time	Third time reoccurrence onwards	Additional measures
Second	Violations related to the approved curriculum, learning resources and educational activities	Administrative fine value AED 150,000	Administrative fine value AED 200,000	Administrative fine value AED 250,000	Holding the perpetrator of the violation accountable in accordance with the approved policy in this regard
(Type of violations under this category)					
1	Learning and teaching resources are not appropriate for the intended age group.				
2	Learning and teaching resources conflict with the UAE culture, values, customs, traditions, and national identity.				
3	Topics are not in line with the UAE's internal affairs nor its foreign policies and/or in accordance with the approved UAE Social Studies curriculum.				
4	School-organized events, occasions, and celebrations do not conform with the UAE culture, values, customs, and traditions as outlined in the ADEK Cultural Consideration Policy.				
5	Using or displaying any written, audio, or visual content associated with any ideas/beliefs and/or movements related to political, social, or extremist religious groups which conflict with the UAE culture, values, customs, traditions, and national identity.				
6	Not monitoring and regulating the usage of explanations and scientific images/photos on topics related to biological reproduction, human evolution or sex education, to avoid conflict with the UAE culture, values, customs, traditions, and national identity.				
7	Failure to inform the parents in advance or allow them to excuse their child from attending lessons that include topics related to biological reproduction, human evolution or sex education.				
8	Not monitoring and regulating the usage of explanations and scientific images/photos on topics related to revolutions, wars, or any other potential violent conflicts to ensure the content is objectively presented within an educational context appropriate to the intended age group and in accordance with UAE culture and values.				
9	Including culturally controversial topics in activities or educational resources, or in any exam considered part of the school curriculum, or as content for the preparation of these exams without ADEK approval.				
10	Lack of consideration for the UAE culture, social norms, and values in the educational content of the approved curriculum.				



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Item	Violation Category	First time	Second time	Third time reoccurrence onwards	Additional measures
Third	Violations related to religious beliefs, culture and traditions	Administrative fines value AED 250,000	Administrative fines value AED 300,000	Administrative fines value AED 350,000	Holding the perpetrator of the violation accountable in accordance with the approved policy in this regard
(Type of violations under this category)					
1	Lack of respect for the UAE culture, values, customs, traditions, and national identity, and the Code of Conduct for Education Professionals.				
2	Offending religious beliefs.				
3	Promoting directly or indirectly any ideas that negatively impact the UAE culture, values, customs, traditions, and national identity.				
4	Promoting undesirable habits/behavior that are culturally inconsiderate or constitute a crime in the UAE, such as drug and alcohol use, violence, smoking, holding rallies on school premises, etc.				
5	Raise (include) or discuss, directly or indirectly, any topic related to alternative gender identity and sexual orientation, etc.				
6	Promoting in any and all ways, indoctrination, religious/political extremism, racism, bullying, and all other forms of discrimination.				
7	Failure to take necessary measures against those who breach any of the violations stipulated in this table (Item "Third").				



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GLOSSARY

Cultural Consideration	Knowledge, awareness, and understanding of appropriate topics and practices of a culture.
Culture	The set of distinctive spiritual, material, intellectual, and emotional features of society or a social group, that encompasses, not only art and literature, but lifestyles, ways of living together, value systems, traditions, and beliefs (UNESCO, 2001).
Indoctrination	Biased teaching to further a doctrine, principle, religion, or ideology.
Legislation	The set of legal documents (laws, bylaws, regulations, policies, directives, standards, rules, etc.) that govern and regulate practices in a specific area of jurisdiction.
Malicious Intent	Having a predetermined purpose to disregard cultural consideration and consequently cause cultural offense.
National Identity	A system of social and moral values associated with the lifestyle of the people in the past, present, and future (Ministry of Culture and Youth, as cited in Official Portal of the UAE Government, n.d.).
School Community	Staff, students, parents/families, alumni, and others, who share responsibility for one another, provide an environment for intellectual learning, and create a healthy social atmosphere where all the members of the community are supported.
Teaching and Learning Resources	Any written, audio-visual, and/or e-learning/technological document, material, object, event, person, etc. that supports and enhances teaching and learning, directly or indirectly.