



The American International School—Duhok

Non-Discrimination Policy

Policy Number: AS12

Effective Date: November 28, 2023

1. Purpose:

The Purpose of this Non-Discrimination policy is to provide an inclusive and supportive educational environment that fosters respect, dignity, and equal opportunities for all students, staff, parents, and community members at the American International School—Duhok, herein after referred to as AIS or the School. We are dedicated to maintaining a nondiscriminatory school community that values diversity, promotes understanding, and prohibits discrimination based on protected characteristics.

2. Definitions:

- a. *Discrimination*: Any unfair or unequal treatment of an individual or group based on their protected characteristics, including but not limited to race, color, national or ethnic origin, religion, sex, gender identity or expression, sexual orientation, disability, age, or any other protected characteristic as defined by applicable federal, state, or local laws.
- b. *Protected Characteristics*: The specific attributes or characteristics that are protected under nondiscrimination laws and regulations, including but not limited to race, color, national or ethnic origin, religion, sex, disability, age, or any other characteristic as defined by applicable laws.
- c. *Equal Educational Opportunities*: The principle that all students, regardless of their protected characteristics, have equal access to the same academic programs, extracurricular activities, support services, and resources within the school.

3. Protected Characteristics:

Our school prohibits discrimination on the basis of race, color, national or ethnic origin, religion, sex, disability, age, or any other protected characteristic as defined by applicable federal, state, or local laws.

4. Equal Educational Opportunities:

- a. Our school provides equal educational opportunities to all students, ensuring that they have access to the same academic programs, extracurricular activities, support services, and resources, regardless of their protected characteristics.
- b. Any admissions, enrollment, or placement decisions are made without discrimination, ensuring equal opportunities for all students.



5. Harassment and Bullying:

- a. Our school maintains a zero-tolerance policy for harassment, bullying, or any form of discriminatory behavior directed at students, staff, parents, or community members based on protected characteristics. Refer to AIS's Anti-Bullying and Harassment Policy (AS05).
- b. All reports of harassment or discrimination will be taken seriously, promptly investigated, and appropriate disciplinary actions will be taken, as necessary.

6. Reporting and Complaint Procedure:

- a. Our school has established procedures for reporting and addressing discrimination, harassment, or related concerns. Any individual who believes they have experienced or witnessed such behavior should report it to a designated school administrator or staff member.
- b. Complaints will be treated confidentially, and appropriate actions will be taken to address and resolve the issue in a timely manner.

7. Training and Education:

- a. The school provides training and educational resources to staff, students, parents, and community members to promote awareness, understanding, and prevention of discrimination, harassment, and related issues.
- b. We encourage open dialogue and discussions that foster a culture of respect, inclusivity, and acceptance.

8. Compliance and Monitoring:

- a. The school will periodically review and assess its policies, practices, and procedures to ensure compliance with applicable nondiscrimination laws and regulations.
- b. The designated school administration will monitor the implementation of this policy and address any concerns or incidents that arise.

9. Communication:

The school will communicate this Nondiscrimination Policy to all students, parents, staff, and community members, ensuring that it is readily accessible and available in multiple languages, as necessary.

10. Review and Evaluation:

This policy will be reviewed periodically to ensure its effectiveness and relevance. Feedback from students, parents, staff, and relevant stakeholders will be considered in the policy's evaluation and improvement.



11. Authority

This policy shall be subject to periodic review and revision to ensure its effectiveness and relevance. The ultimate authority for policy approval within the school rests with the school's governing body. This policy shall take effect upon approval by the school's governing body.

12. Policy Adoption

Approved: November 28, 2023

Amended: