

## Dear parents and guardians,

**Research data** have demonstrated that anti-racist education and fostering equality and respect function effectively only within a context where racist incidents are identified and dealt with without exceptions. The clear implementation of the anti-racist policy of the Ministry of Education and Culture in schools and management of racist incidents with consistency and a firm stance, help create a school environment in which each child feels well, regardless of any specificities, and where the demonization of persons involved in racist behaviours is avoided. At the same time, the implementation of an anti-racist policy can contribute towards fostering a culture of peace, non-violence and social justice in Cyprus.

**Within this context**, our school implements the anti-racist policy of the Ministry of Education and Culture “Code of Conduct against Racism & Guide for the Management and Recording of Racist Incidents”.

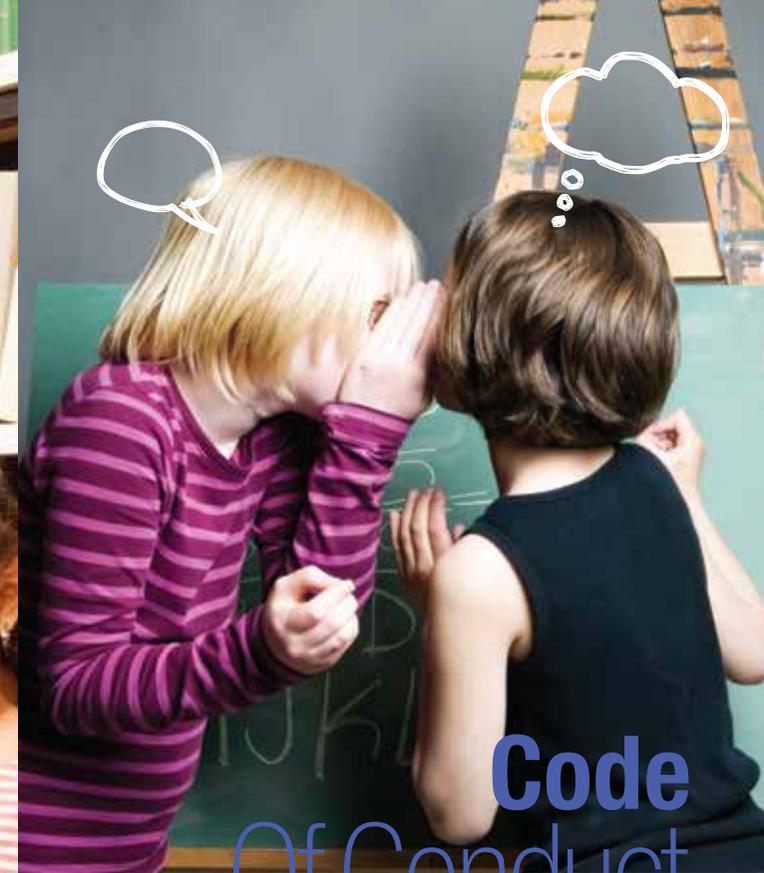
**The Code and the Guide** aim at identifying any direct or indirect, deliberate or unnecessary spoken words, actions and procedures which lead to negative discrimination against specific individuals, based on their diversity, and taking active measures to prevent and address such negative discrimination, as well as for developing an anti-racist culture.

**Since the school** environment is characterized by multiple forms of heterogeneity, in terms of appearance, ethnicity, disability, community, gender, sexual orientation, language, age, socio-economic status, residence status in the country, etc., it is important to ensure that all students enjoy an environment of security, tolerance, respect for diversity, non-discrimination and equality, in which they can fully enjoy the educational opportunities provided to them.

**Any manifestation** of racist behavior must be identified, recognized and dealt with promptly and decisively. Otherwise, victims shall be hurt, not only as individuals



The Code and the Guide are posted on the Pedagogical Institute website (Antiracist Policy icon) [www.pi.ac.cy](http://www.pi.ac.cy)



# Code Of Conduct against Racism

AND  
Guide for the Management  
and Recording of Racist Incidents

MINISTRY OF EDUCATION AND CULTURE  
CYPRUS PEDAGOGICAL INSTITUTE  
CURRICULUM DEVELOPMENT UNIT

but also as members of the minority they belong to, while at the same time there shall be a serious impact on the entire school community.

**Racist incident:** any incident which is perceived to be racist by the victim or any other person (MacPherson, 1999). Typically, racist incidents have the purpose or effect of marginalization, exclusion, or discrimination against individuals and groups of individuals because of their diversity. It has the effect of influencing and cultivating an environment of hostility towards all persons who share these characteristics. Consequently, any such incident seriously harms not only the person who accepts it, but also the broader community, as well as society in general.

**Schools** must report any such incidents occurring within their premises. Not only this is not a sign of weakness but, on the contrary, it declares their determination to protect the school community and the rights of its members. Besides, addressing the incidents is being managed primarily in pedagogical terms and aims at changing behaviors without necessarily resorting to punitive measures.

**The penalties** proposed in the Guide shall apply within the context of the Regulations on the Operation of Public Schools of Primary / Secondary Education and may include completion of a reflection form, observation, written reprimand, informing the family, compulsory community service for the benefit of the school community, compensation for the damage caused to property of others or the school, discussions with the children involved and their families in separate and joint meetings, disqualification from attending events and sports within the school and in other school activities (for primary education) or expulsion for a few hours or days (for Secondary and Secondary Technical Education).



**We request your assistance** to work together with us, in order to urge and encourage any person who believes that he/ she was or continues to be the victim of racist behavior or was a witness to such a behavior, **to report the incident it as soon as possible**, without any fear, to a teacher or to the officer in charge/ or the teacher who has been assigned to implement the Code and the Guide at the School. **We call upon the families of the students of our school, to support your children in their commitments under the Code and Guide to:**

- **respect** the personality, freedom and dignity of children, teachers, parents and other people inside and outside the school;
- **be informed** about their rights and obligations in relation to racism and discrimination;
- **recognize** the various racist incidents and report them directly to a school teacher;
- **refuse** to engage in racist attitudes;
- **inform** people who use racist jokes, that by doing so, they can hurt some other people or groups of people;
- **include** children that may be excluded because of their diversity in groups and activities;
- **question** any stereotypes or racist perceptions they come across in their personal environment;

- **respect** national and religious symbols, not only their own but those of other people too;
- **to reflect** on their behavior and consider whether it may have racist implications for other individuals or groups.

**Racism concerns** each and every school, each student, teacher, the parents, and consequently, society as a whole. It is an obligation for all of us to ensure that everyone enjoys the fundamental right of education free of discrimination.

**Thank you for your cooperation**

**For further information, please contact the School Administration**