

ff

,

,

Since 1979, Austrian law prohibits discriminatory action against anyone due to their protected characteristics. These include:

- age
- gender
- marriage and civil partnership
- disability
- race sexual orientation
-

- to disparage or insult others (whether they understand what is said or not).
- further discriminatory or prejudicial attitudes.
- further an elitist, privileged or entitled attitudes that encourages inequality and disrespect.

The members of the AIS-Salzburg community will endeavor to be inclusive of all parents and guardians of our students, regardless of the distance between us. To this end, the school staff will:

- be responsive, open, honest and forthcoming in all communications with parents and guardians, respecting their right to be included in the school community, have their opinions and thoughts considered, and invited to contribute to the goals of equality and respect for diversity.
- send frequent, informative communication to parents and guardians concerning their children's individual academic development and progress, their social accommodations and their personal growth, without prejudice or discrimination.
- respond quickly, professionally and adequately to parent or guardian complaints, especially those which may involve violations of these principles of equality and respect for diversity or other forms of maltreatment, discrimination, abuse or neglect.
- support parents and guardians thoughtfully and actively if violations of their child's rights, equality or personality have been experienced or in any other way compromised by the actions of others within the community.
- clearly communicate and celebrate the school's principles and values concerning equality and respect for diversity in public announcements, newsletters, events, and in any marketing or promotional materials produced and distributed to current or potential parents and guardians of AIS-Salzburg students.

This equality and diversity policy is grounded in the AIS-Salzburg charge of safeguarding and protecting every child under our care and is, therefore, integrated within this larger mandate. Many aspects of the general Child Protection Policy and Procedures (AIS-SCPP) have relevance to the establishment and maintenance of equality and diversity within our community.

As a private school which accepts students of appropriate qualification to enroll and take part in our education programming, AIS-Salzburg will modify all promotional, marketing and application materials to emphasize the importance of equality and diversity within our community. Particular adjustments to application materials as well as direct communication concerning these principles will be included in the admissions procedures following implementation, review and approval of this policy.

In its admissions decision, the AIS-Salzburg administration will try to establish a diverse student body representative of a wide variety of students from a wide variety of backgrounds in order to emphasize our believe that diversity and understanding are essential elements in an international education.

The AIS-Salzburg leadership will endeavor to review and evaluate all applicant candidates equally and without prejudice. When scholarships, bursaries or other benefits are offered to particular students and their parents or guardians, this is to be clearly justifiable and made available for scrutiny. The leadership will publish all criteria for such considerations publicly and transparently in official publications. Students who receive assistance are to be regarded as equally worthy of respect and regard as well as equally responsible for abiding by the school's expectations without exceptional consideration or privilege.

ff

ff

The AIS-Salzburg school administration will provide the necessary communication and dissemination of this policy throughout the school staff and greater community at the start of each school year as well as within all appropriate materials generated by the school which outline or programs and mission.

AIS-Salzburg staff members will receive information and training in protecting and supporting this equality and diversity policy within our community and engage in discussion related to this policy at the start of each school year.

The AIS-Salzburg administration will also ensure that in its staff recruitment efforts will ensure that no discriminatory actions or decisions will be made or considered based upon protected characteristics or other illegitimate aims that are in violation of equality and diversity standards.

Given the need for positive role models who have internalized the principles of equality and acceptance of diversity within our community, staff recruitment efforts will be directed toward adequate, professional discernment of these qualities through appropriate vetting. The administration—within the restrictions of the law, visa requirements and work permits— will attempt to provide AIS-Salzburg students with a diverse staff contingent from a variety of backgrounds and experiences who provide a living example of the advantages of diversity and equal opportunity for all.

The AIS-Salzburg administration will carry out all monitoring and review of this policy and discuss any issues that arise through such a process. In this effort, the administration will openly invite discussion and commentary from any members of the school community and consider these with respect and honesty. Changes in the law or other regulations or ordinances that apply or impinge upon this policy will necessarily result in adjustments and alterations.

At the end of each school year, the administration of AIS-Salzburg will invite evaluative discussion on the past school year to better determine how well this policy is implemented. Additionally, any incidents of violation of this policy will be scrutinized and reviewed for possible corrective action as necessary to ensure its integrity.

It is the responsibility of the entire AIS-Salzburg staff to support, defend and promote equality and the value of human diversity while engaged in employment at AIS-Salzburg. Further, it is our responsibility to extend these principles throughout the school community through direct and indirect means.