



MICHAELHOUSE

ANTI-RACISM & ANTI-DISCRIMINATION POLICY

Michaelhouse is committed to being a community in which all members feel as though they are seen, they are cared for and they are protected. In short that they belong to the Michaelhouse family. To that end we deplore, we reject and we actively resist all forms of discrimination. This applies to discrimination on the basis of race, ethnicity, gender, sexual orientation, religion or social status. We regard this policy as evolving and will revisit it periodically to ensure it is aligned with current best practice.

Michaelhouse aspires to being a truly transformed community that can serve as an example for other communities in the South African context. True transformation is elusive however and is hard to recognize and define. To that end we will know that Michaelhouse has truly transformed when:

- Every person feels as though they belong to the Michaelhouse family
- Every person feels seen and known by name (pronounced correctly)
- Every person feels cared for
- Every person feels protected
- Every person can see themselves in the sights, the sounds and the smells of the corridors, dorms and fields
- Every woman feels safe and respected by the men in the Michaelhouse community
- Every person is free to hold the faith of their choice without disparagement, whilst respecting the Christian ethos and practices of the school
- No person feels the need to assimilate in order to find acceptance
- No person fears to proudly express their heritage
- No person has to feel as though they have to speak with a certain accent in order to find acceptance
- No person fears expressing their sexuality in a healthy, respectful manner
- No person feels any less valued in the community because they come from a humble background
- No person feels overlooked on account of their race, ethnicity, gender, sexual orientation, religion or social status

TO BE READ IN CONJUNCTION WITH APPROPRIATE SCHOOL POLICIES

GOOD CONDUCT AT MICHAELHOUSE

IT IS EXPECTED OF MICHAELHOUSE STAFF AND BOYS THAT THEY INVOLVE THEMSELVES IN A HIGH STANDARD OF CONDUCT IN THEIR RELATIONSHIPS WITH OTHERS AND THE SCHOOL.

THE FOLLOWING UNDERLINE THESE STANDARDS:

GOOD MANNERS

- Greet staff and visitors cheerfully and confidently.
- Stand up to speak to staff or adults.
- Hands should not be in pockets when addressing Staff or adults when in uniform.
- Tradition and good sense demand that there are no games played in the quads or cloisters (except Mackenzie Quad).

- Failure to keep an appointment, attend a meeting, practice or rehearsal is unacceptable.
- Late arrival at meetings, busses, class, games and practices is unacceptable.
- There is to be no eating or drinking in class, the theatre, the media centre or the computer rooms.

RESPECT FOR PEOPLE AND PROPERTY

- At all times it is important to respect the School's and other peoples' property and belongings.

- Employees of the School are part of the community. They deserve our full respect at all times. Boys may not employ them for any service.
- School fire hoses, electrical and other equipment may not be tampered with.
- Only the owner may use tuck-shop credit facilities.
- Cadac and other portable stoves present a possible fire danger and may not be used on School premises.
- Fires similarly constitute a danger and may not be lit anywhere on the estate unless supervised by a member of staff on Free Bounds during the winter months.
- Articles may be sold to boys and to School employees only with the permission of the manager concerned and the boy's Housemaster.

POLICY SCOPE:

The rules set out herein apply during term time, and our policy and practice is seen to be an evolving one which builds on the core principles important to our Michaelhouse Community: integrity, humility, courage, compassion and service.

'Term-time' is defined as the period of the term falling on and between the dates shown on the School calendar including the time spent on aeroplanes or buses and official School functions or tours during the holidays, but excluding the long-weekend, with the exception that where conduct takes place outside of the term, and brings the good name of the school into disrepute or can in any way be associated with the School, the School reserves the right to take disciplinary action.

All School rules apply to boys who remain at the School over long weekends (or during holidays). Boys and staff are expected to demonstrate sensitivity in relationships with each other and to promote the well-being of others. To this end, discriminatory conduct is expressly forbidden.

DISCRIMINATION ON THE BASIS OF RACE

It is an offence to:

- Make disparaging racial remarks that attack the dignity of another person
- Subject others to racial micro aggressions
- Make or tell racial jokes to or about another person
- Insult or disparage the history of any racial grouping
- Trade in hurtful racial stereotypes
- **IT IS A SERIOUS OFFENCE TO MAKE USE, IN ANY CONTEXT, BY ANYONE TO USE THE N-WORD, THE K-WORD DURING THE SCHOOL TERM**

DISCRIMINATION ON THE BASIS OF ETHNICITY

It is an offence to:

- Make disparaging ethnic remarks that attack the dignity of

another person

- Subject others to ethnic micro aggressions
- Make or tell ethnic jokes to or about another person
- Insult or disparage the history of any ethnic grouping
- Trade in hurtful ethnic stereotypes

DISCRIMINATION ON THE BASIS OF GENDER

Types of Gender Discrimination – Sexual Harassment, Cat Calling, Objectification & Stereotyping

It is an offence to:

- Make disparaging gender remarks that attack the dignity of any woman
- Make or tell gender jokes to or about another person
- Trade in hurtful gender stereotypes
- **IT IS A SERIOUS OFFENCE, IN ANY CONTEXT, TO USE GENDER SLURS SUCH AS, BUT NOT LIMITED TO, THE B-WORD**

DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION

It is an offence to:

- Make disparaging sexual orientation remarks that attack the dignity of another person
- Make or tell homophobic jokes to or about another person
- Insult or disparage the history of any sexual orientation grouping
- Trade in hurtful sexual orientation stereotypes
- Subject others to homophobic micro aggressions

DISCRIMINATION ON THE BASIS OF RELIGION

It is an offence to:

- Make disparaging religious remarks that attack the dignity of another person
- Make or tell religious jokes to or about another person
- Insult or disparage the history of any religious grouping
- Trade in hurtful religious stereotypes

DISCRIMINATION ON THE BASIS OF SOCIAL STATUS

It is an offence to:

- Make disparaging social status remarks that attack the dignity of another person
- Make or tell social status jokes to or about another person
- Insult or disparage the history of any social status grouping
- Trade in hurtful social status stereotypes