

EQUITY & BELONGING

The E&B infographic provides a snapshot of types of discrimination and summarises the resolution processes articulated in the various discrimination and racism policies published on the St Cyprian's School website.

TYPES OF DISCRIMINATION

HATE SPEECH

Spoken or written words intended to offend, insult, intimidate, or threaten an individual or group based on a trait, attribute or identity marker such as race, gender, colour, ethnicity, ability, class, country of origin, sexual orientation, religious belief, political conviction.

DEROGATORY REMARKS

Negative remarks concerning a person's race, gender, colour, ethnicity, ability, class, country of origin, sexual orientation, religious belief, political conviction, or any other marker of identity.

SLANG

Using negative terms to refer to someone of another race, gender, colour, ethnicity, ability, class, country of origin, sexual orientation, religious belief, political conviction, or any other marker of identity or difference.

VERBAL HARASSMENT

Cat-calling, wolf-whistling or any other attempt to embarrass or humiliate someone publicly in relation to their race, gender, colour, ethnicity, ability, class, country of origin, sexual orientation, religious belief, political conviction, or any other marker of identity or difference.

PHYSICAL ABUSE

Hitting, shoving, tripping, pinching, slapping, punching or threats of physical abuse which the offender overtly associates with the victim's race, gender, colour, ethnicity, ability, class, country of origin, sexual orientation, religious belief, political conviction, or any other marker of identity or difference.

ONLINE HARASSMENT

Creation and publication of memes or other representation of persons in social media which are derogatory or offensive to any person on the basis of race, gender, colour, ethnicity, ability, class, country of origin, sexual orientation, religious belief, political conviction, or any other marker of identity or difference.

CLOTHING

Wearing racist insignia.

DEFIANCY

Declining to participate in school activities (such as groupwork) or share living/working space for overt reasons pertaining to race, gender, colour, ethnicity, ability, class, country of origin, perceived or actual sexual orientation, religious belief, political conviction, or any other marker of identity or difference.

GESTURES

Offensive physical gestures or body language referring to persons of a particular group.

EXCLUSION

Deliberately excluding individuals from activities on the grounds of race, gender, colour, ethnicity, ability, class, country of origin, sexual orientation, religious belief, political conviction, or any other marker of identity or difference.

HUMOUR

Telling jokes that are derogatory or offensive to members of a particular race, gender, sex, class, sexual orientation, language or religious group.

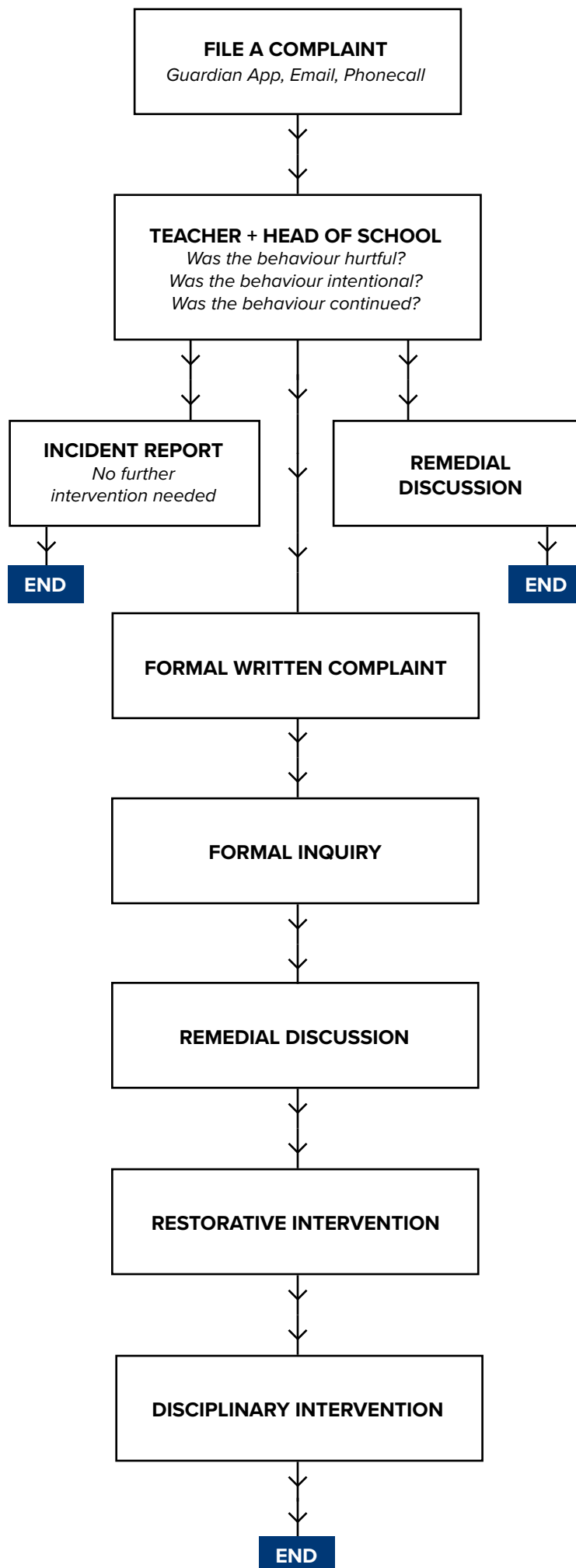
COMMENTARY

- Slang terms or derogatory comments about interracial relationships.
- Telling someone that they do not belong in the school based on some perceived or real characteristic or telling someone to go back to wherever they may be from (implying non- belonging).
- Imitating accents or speech patterns with the intention of mocking or ridiculing.
- Negative, discriminatory or offensive comments about individuals or groups pertaining to: appearance, clothes, food, accent or dialect language, social status, financial status, physical ability, intellectual ability, culture, religion, country of origin, family, perceived or actual sexual orientation

OTHER

Any other form of negative or derogatory action, behaviour or treatment related to markers of identity or difference.

PROCEDURES FOR RESOLVING DISCRIMINATORY COMPLAINTS



St Cyprian's School