



ST DAVID'S MARIST INANDA

ANTI-RACISM POLICY

(Adopted by the Board October 2018)

Flowing from our Diversity Statement, we acknowledge that:

- as an institution, we were founded in a context which privileged individuals and communities on the basis of their race;
- apartheid, as a crime against humanity was and is legally, morally and theologically indefensible; and
- the systemic impact of our colonial and apartheid past has hurt and marginalised individuals within the St David's community

Consequently, we undertake to actively identify and combat racism in all its forms, and to promote attitudes and values that will challenge racist behaviour, and heal the hurt and division of the past. Racist behaviour, intentional or otherwise, will not be tolerated at St David's.

DEFINITION OF RACISM

Racism is any communication or act, whether intentional or unintentional, which insults or disadvantages people on the basis of their real or perceived membership of a race, nationality, ethnicity or ethno-religious group or which exposes them to hatred, contempt or ridicule. Racism is systemic and must be understood against the backdrop of South Africa's history of inequality. Racism not only diminishes the humanity of the victim, but also that of the community.

Please note: We reserve the right to amend our definition of racism to better align with the evolving understanding of racism in our society.

PROCEDURE

1. Determine whether the incident meets the requirements of the definition of racism given above.
2. If so, the matter is to be formally documented and advanced to the appropriate hearing where appropriate sanctions and interventions will be applied.
3. If not, alternative classification of the incident is to be explored.

Faith, culture & life in harmony