



Anti-Discrimination & Equal Treatment Policy

1. Purpose and Objectives

This policy ensures that Sapiens Innovative School is a space where everyone feels safe, respected, and valued. We commit to zero tolerance for discrimination, violence, or exclusion in any form. The policy is guided by the Polish Constitution, EU Charter of Fundamental Rights, and UN Convention on the Rights of the Child.

Key Objectives:

- Protect the dignity, freedom, and equal rights of all students, staff, and families.
- Foster a democratic, inclusive, and supportive learning environment.
- Prevent all forms of discrimination, harassment, and defamation.
- Provide clear mechanisms for addressing violations and restoring trust.

2. Democratic Principles

Our school community is based on:

1. **Equality and Non-Discrimination**
All community members are equal regardless of gender, nationality, ethnicity, religion, ability, sexual orientation, age, or socio-economic status. Discrimination in any form is prohibited by Article 32 of the Polish Constitution and the EU Anti-Discrimination Directives.
2. **Safety and Psychological Wellbeing**
Every student and adult has the right to feel emotionally and physically safe. We are committed to trauma-informed, inclusive practices.
3. **Respect for Individual Identity**
We honor and support each individual's identity, language, culture, and background. Diversity is an asset in our learning environment.
4. **Freedom of Expression with Responsibility**
Every voice matters. Community members may express their opinions, provided they do not harm or silence others. Hate speech is not tolerated.
5. **Participatory Conflict Resolution**
We address conflicts through restorative and participatory processes, where those affected are included in resolution and healing.

3. Prohibited Behaviors

The following are not tolerated in any form:

- Discrimination based on protected characteristics (race, gender, religion, disability, etc.)



- Harassment (verbal, physical, psychological, sexual)
- Defamation and the spread of false or harmful information
- Threats, bullying, or intimidation
- Exclusion, mockery, or humiliation
- Violation of privacy or misuse of personal data

4. Consequences of Violations

All responses prioritize education, restoration, and prevention. Sanctions are proportionate and follow Polish educational law, labor law, and child protection frameworks.

For Students:

- Mediation and reflection with tutors and guardians
- Temporary restrictions on participation in non-essential activities
- Restorative tasks (e.g., apology letters, circle meetings, community service)
- Behavioral agreements or individualized support plans
- Temporary suspension or alternative education placement in repeated or severe cases

For Teachers and Staff:

- Warning and professional development on inclusive practices
- Mediation or coaching to rebuild relationships
- Formal disciplinary procedures per Polish Labor Code (Kodeks pracy)
- Dismissal in cases of repeated or egregious violations

For Parents/Guardians:

- Private consultation and written warning
- Restorative meeting with affected parties if appropriate
- Termination of the educational contract in cases of persistent harmful behavior or failure to respect the rights of others

5. Reporting and conflict Resolution Procedure

1. Safe Reporting

Any individual (student, parent, or staff) may report incidents to the school mediator, tutor, or management. Anonymous reporting channels are available.

2. Initial Response

The situation is logged and assessed within 3 working days. If urgent, safety interventions are put in place immediately.



3. Inquiry and Dialogue

A meeting is held with all parties involved. If appropriate, restorative practices are used before any disciplinary decisions.

4. Documentation and Monitoring

The outcome is documented. Agreements are reviewed regularly to ensure follow-through.

6. Education and Prevention

Sapiens School provides ongoing education for students, staff, and parents:

- Workshops on tolerance, inclusion, non-violent communication, and civic responsibility
- Training on discrimination awareness, digital safety, and trauma-sensitive teaching
- Access to materials about legal rights and respectful conflict resolution

7. Legal Compliance

This policy aligns with:

- Polish Constitution, Article 32 – equality before the law
- Polish Education Law (Prawo oświatowe)
- UN Convention on the Rights of the Child (CRC)
- General Data Protection Regulation (GDPR)
- EU Charter of Fundamental Rights, Articles 20–21

8. Commitment to Shared Responsibility

All members of the school community agree to:

- Uphold and model democratic values
- Intervene in and report harmful behavior
- Reflect on their actions and seek reconciliation when needed

Document updated on
06.06.2025

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