



# ABU DHABI INDIAN SCHOOL, BRANCH 1

## CULTURAL SENSITIVITY POLICY

Name of Policy	:	Cultural Sensitivity Policy
Purpose of Policy	:	To nurture an inclusive and culturally sensitive environment for our students, staff and community.
Approval for this Policy given by	:	Principal
Responsibility for its update	:	Principal
Policy applies to	:	To all the students and staff of Abu Dhabi Indian School, Al Wathba
Date of Approval	:	09-Jan-2024
Proposed Date of Review	:	07-Jan-2026
Principal's Name	:	Dr. Alpana Sawhney

Principal's Signature

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# **ABUDHABI INDIAN SCHOOL, AL WATHBA BRANCH 1**

## **CULTURAL SENSITIVITY POLICY**

### **Rationale**

At ADIS- Al Wathba, Branch 1, our commitment is to nurture an inclusive and culturally sensitive environment that honors and embraces the diversity of our student body, staff, and community. Operating in the United Arab Emirates, we acknowledge our foundation within an Islamic society, where cultural norms hold paramount significance. The Cultural Sensitivity Policy serves as a comprehensive guide to ensure a collective understanding and respect for the specific cultural norms and practices associated with the UAE. By upholding this policy, we strive to promote comprehension, tolerance, and harmony among all members of our community.

### **Respect for Islamic tradition and culture**

- At ADIS – Al Wathba, branch 1, we acknowledge and respect the Islamic faith as the predominant religion in the United Arab Emirates, emphasizing the importance of understanding Islamic values, traditions, and principles within the local culture.
- The morning assemblies begins with UAE National Anthem and Quran recitation, followed by school prayer song.
- During the holy month of Ramadan, adherence to fasting practices, as outlined in ADEK guidelines, is expected. Activities and lessons are scheduled accordingly, and extra-curricular activities are observing a hiatus during fasting hours.
- Class schedules and activities are planned to accommodate prayer timings, with dedicated prayer rooms provided on campus for students and staff.
- Modesty in dress, in alignment with cultural norms, is expected from all members of the school community.

## **Language and Communication**

- English is the primary language of instruction, but the importance of Arabic as the official language of the UAE is acknowledged.
- Encouragement is provided for students and staff to appreciate and learn Arabic, fostering communication with the wider community.
- While English is the primary language of communication, cultural nuances in both verbal and non-verbal communication are emphasized.
- Respectful and polite communication is encouraged, with zero tolerance for offensive language, gestures, or behavior.

## **Cultural celebrations and events**

- School recognizes and celebrates the diversity of the school community and student body through organized cultural events, including Islamic festivals such as Eid al-Adha and the Ramadan Community Iftar.
- UAE flag day holds a special assembly followed by various activities highlighting the testaments of UAE's unity, resilience and unwavering commitment to its founding principles.
- UAE national day is celebrated with great significance flair and glory, highlighting the culture of land.
- Commemoration day is observed in its light one-minute silence and flag haft mast, recognizing the sacrifices and dedication of Emirati martyrs.
- Events will be planned with sensitivity to religious observances, ensuring inclusivity and respect for the cultural backgrounds of all students and staff.

## **Curriculum and teachings**

- Curriculum will adopt an inclusive approach, acknowledging and respecting the cultural heritage and contributions of the UAE and the wider Islamic world.
- Teachers are encouraged to incorporate Islamic values, traditions, and contributions into lessons to foster cultural understanding among students.
- There is consistent integration of National identity across the curriculum, emphasizing the learnings and application in liaison with UAE's Culture and Identity.

## **Professional Development and Training**

- Staff members will undergo continuous professional development to enhance their cultural sensitivity and awareness of UAE norms and values.
- Resources and support will be provided to deepen staff members' understanding of UAE culture, creating an inclusive learning environment.

## **Conflict resolution and grievances.**

Conflicts or grievances arising from cultural differences will be promptly and sensitively addressed through established conflict resolution processes, promoting mutual understanding and respect.

## **Specific Guidelines as per ADEK are thoroughly followed**

ADEK has issued the following guidelines for schools to abide by with regards to cultural awareness and sensitivity in the UAE:

1. It is against UAE educational law to mention Israel as a country.
2. There is no mention of Judaism as a religion, or anything mentioning the words Jew or Jewish.
3. 6 pointed stars are not be used or displayed.
4. World War II topics dealing with Hitler and the Holocaust are not mentioned unless special permission has been given by ADEK for inclusion in an internationally-established curriculum.
5. Erroneous information (or defamation) about Islam or the Prophet Mohamed (PBUH) must not be shared or seen.
6. There can be no drawings or pictures depicting any Islamic prophet, Allah or Angels.

7. The resource must not be strongly negative or emotional.
8. There must be no pictures or drawings which violate public manners.
9. There is nothing that promotes negative habits such as drug abuse, mixing of men and women, promiscuity, drinking alcohol, smoking, and so on.
10. There is no alcohol, love scenes, non-Muslim worshipping, or entertainment places (night clubs etc.) in any resource or presentation.
11. There are no sensitive images of abuse (e.g. child abuse, fetal alcohol syndrome).
12. It is not permitted to falsely demonstrate historical fact.
13. There must be no erroneous information (or defamation) of the government, history, heritage or society of the UAE.
14. There must be no pictures, drawings or mention of pigs, pork or pork products.
15. There must be no mention or illustration of magic in any of its forms.
16. Evolution must not have presented as a factual account of Man's development.
17. There must be no detailed references to family celebrations and commemorations such as births, marriages and funerals.
18. Communism as a political movement must not be mentioned unless an exemption is provided from ADEK as it relates to a required international teaching curriculum.
19. There must be no customs that contradict the teaching of Islam.
20. There must be no instances of swearing, tribalism, and defamation of Islam, sexual language, racism or disrespectful language.
21. Rainbows must only be present as a scientific phenomenon following the colours (ROYGBIV) in that specific order, and only in the context as its existence in meteorological phenomena.

Approved By



Dr. Alpana Sawhney  
Principal