



**CANADIAN
INTERNATIONAL
SCHOOL**
DJIBOUTI

🏠 Saline Ouest, Konya Road, Djibouti
☎ +253 7715 3406
✉ info@cis-age.com
🌐 www.cis-age.com

Policy 20 — Internal/External

Equal Opportunity, Inclusion & Diversity Policy

Category: Human Resources / Student Affairs

Effective Date: August 2026 | **Review Date:** July 2027 | **Approved by:** School Administration

1. Purpose

To ensure that all members of the school community — staff and students alike — are treated with fairness, dignity, and respect, regardless of their background or characteristics.

2. Scope

This policy applies to all areas of school life including hiring, teaching, student admissions, discipline, and all school-related activities.

3. Protected Characteristics

The school prohibits discrimination based on:

- Race, ethnicity, or national origin
- Gender or gender identity
- Religion or belief
- Disability or learning difference
- Age
- Socioeconomic status
- Family structure or background

4. Inclusion for Students with Special Needs

- The school is committed to inclusive education for all learners.
- Students with special educational needs (SEN) are assessed and supported with an individual learning plan.
- Teachers receive training in differentiated instruction and inclusive teaching strategies.

- Reasonable accommodation is provided for exams and assessments.

5. Language Support

- Students who are non-native speakers of the language of instruction are supported with language development programs.
- Translated materials and interpreter support are provided where possible.

6. Reporting Discrimination

- Any student or staff member who experiences or witnesses' discrimination may report it to the principal or DSO.
- All reports are investigated confidentially and promptly.
- Retaliation against someone who makes a genuine report is a disciplinary offense.

7. Staff Responsibilities

- All staff must always model inclusive behavior and language.
- Unconscious bias training is part of all staff onboarding.
- Classroom materials and displays must reflect the diversity of the school community.

Canadian International School of Djibouti
Director

Signature: _____

