



DENISE Community Code

June 17, 2024

DENISE Community Code

From the core values at DENISE, we shape learning by focusing on **responsibility**, **connectedness** and **open-mindedness**. Students from around the world are welcome to join us and we learn from and with each other in our super-diverse community. We work together and seek to understand the world from multiple perspectives. We aim to instill in our students knowledge and awareness of sustainability of themselves, the school, the environment and the world, contributing to a shared sustainable future.

We are very proud of our school culture that is shaped by our super-diverse community made up of staff, students and parent(s)/caregiver(s). To keep our school culture so good, the DENISE Community Code has been established, with a set of principles, to which everyone who is part of our DENISE community adheres.

1. Everyone is treated equally regardless of religion, belief, political affiliation, gender, gender identity, nationality, sexual orientation, marital status, disability/chronic illness, appearance or age.
2. We make only constructive comments and avoid language that may hurt or demean others for what is named at 1.
3. We ensure that no one is excluded or ignored because of what is named at 1.; everyone is included and valued.
4. We make respectful and clear comments and avoid ambiguous jokes or comments about sexuality and intimacy or what is named at 1.
5. We respect each other's personal space and avoid unnecessary physical contact.
6. We communicate in a respectful manner without swearing, yelling or using physical force.
7. We respect everyone's individual responsibility and do not hold anyone personally responsible for the decisions of (political) leaders.
8. We respect everyone's (personal) boundaries, both physical and emotional.
9. We respect each other, giving each other space for everyone's perspective and opinion, even if we disagree, as long as an opinion does not go against the school rules and what has been mentioned at 1.

The above manners can take place both in direct contact and online through social media.

1. The curriculum offerings at DENISE are based on both international and national (established statutory) learning objectives. Staff at DENISE determine how these are fulfilled. Multiperspectivity is needed to learn to understand the environment (school, city, country, world) without judgment.
2. All activities at DENISE are participated in with the intention of learning to understand the environment (school, city, country, world).

If a staff member, student or parent reports a violation of the DENISE community code or school rules listed in the school guide, an investigation will be conducted to get a clear picture of the violation.

The nature of the violation will determine whether the investigation should be so comprehensive. To illustrate, a violation can also occur in a classroom, which is spotted by a teacher/teacher. The teacher/teacher immediately speaks to those involved and can draw a conclusion and possibly a consequence such as a remedial interview. A situation like this is applied continuously during a school day to make it a learning opportunity. DENISE is a school and there students are allowed to make mistakes, if this is corrected then learned from. If there is no or insufficient learning from a previous offense(s), the teacher/teacher scales up to the department leader using the same approach as described above. This may be followed by further scaling up to the principal who also uses the same method of investigation.

For serious violations, extensive investigations are conducted, consisting of a number of set components:

1. A hearing is held (both the victim and offender make a statement) and parent(s)/guardian(s) are informed.
2. Evidence is gathered (this can be testimonies, screenshots, camera images, etc.).
3. One or more clarifying conversations are held with those involved.
4. A conclusion is drawn by the management with resulting possible consequences for the offender. This is communicated to the student, parent(s)/guardian(s) and mentor.
5. A remedial discussion takes place between those directly involved under the supervision of a member of the school administration.

Possible consequences range from a remedial conversation between those involved with an exchange of perspectives, temporary out-of-class work on an assignment, deployment of teacher/mentor talks, deployment of student support, deployment of external support, an official warning, a time-out, an official suspension to the search for a more appropriate educational setting/removal from school in case of repeat behavior. In this, customization is important because every report and violation is unique due to the context of an incident and those involved. The consequences listed above will be determined by the school administration and ratified by the board.

At all times, careful consideration will be given as to who initially conducts and handles the investigation. When in doubt, the teacher/teacher will consult with the department leader and the department leader will consult with the principal.