

# Code of Conduct

Sint Lucas Antwerpen sees social diversity as a reality. Differences are positively welcomed.

- Employees and students of Sint Lucas Antwerpen treat each other with respect. We don't say or do anything that can be perceived as transgressing someone's dignity.
- No form of unacceptable behavior (bullying, racism, sexism, discrimination and unwanted sexual behavior or harassment) will be tolerated, be it in words, images or actions.
- The rules equally apply to online conversations and exchanges.
- When students, teachers or other employees are witnessing unacceptable behavior, they don't look away, but try to stop this behavior. We stand up for victims of unacceptable behavior, in words and deeds.
- When we can't stop unacceptable behavior, we take the responsibility to file a complaint. This especially holds for witnesses or bystander.
- The direction, heads and teachers are aware of their exemplary function in words and deeds. They treat every complaint or incident seriously and reassure a follow-up procedure. They also address indirect or structural racism, sexism or power relations and treat this as collective learning moments.

*Sexism, racism and aggression will not be tolerated at Sint Lucas Antwerpen.*

*Our policy is to actively counteract and prevent any discrimination based on colour, ethnicity, religion, gender, class, age, sexual orientation, physical or mental health....*



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## Contact

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## Our engagement

- Every complaint will be treated with care and confidence
- Every complaint is a learning opportunity and we search together for a solution

Finally, if communication contains hate speech we are breaching the law and are subjected to legal prosecution. Hate speech are words or images that incite hate, discrimination or violence.

You can also report anonymously to the Reporting Centre for Transgressive and Discriminatory Behaviour.

*Intranet: Meldpunt grensoverschrijdend en discriminerend-gedrag*



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