

POLICY ON VALUES AND ETHICS

Introduced:	September 2024
Next Review :	August 2026

DEFINITION

Introduction

At **Dunes International School**, we uphold the **fundamental values of education** that safeguard the rights of all individuals and promote a positive, respectful, and inclusive learning environment.

These values, rooted in the **cultural heritage, ethics, and moral principles of the United Arab Emirates (UAE)**, form the foundation of all school activities, decision-making processes, and relationships.

This policy has been developed in **alignment with the Abu Dhabi Department of Education and Knowledge (ADEK)** and in accordance with **Federal Decree Law No. (18) of 2020 on Private Education and its amendments**. It defines the ethical values that guide all members of the Dunes International School community and outlines the standards of conduct expected of school leaders, staff, and students to ensure integrity, professionalism, and respect at all levels.

Purpose

The purpose of this policy is to:

- Define the **core values of education** as practiced at Dunes International School, in line with **ADEK regulations**, UAE laws, and relevant educational policies.
- Ensure that the school community **adheres to and promotes these core values** across all activities, interactions, and decision-making processes.
- Promote educational practices that **reflect respect for UAE national identity, culture, and traditions**.
- Ensure that all staff and leaders **uphold the highest ethical standards** and demonstrate integrity, fairness, and responsibility in their professional roles.
- Foster **awareness, compassion, cultural diversity, trust, mutual respect, and tolerance**, consistent with the **UAE National Program for Tolerance**.

POLICY

1. Values and Value Frameworks

1.1 Core Values

1. Dunes International School shall integrate the **core values of education** into all activities, ensuring these values are reflected in planning, teaching, policymaking, administration, and decision-making to foster inclusion and safeguard the rights of all individuals.
2. The school shall actively promote these values by:
 - Raising awareness through events, assemblies, and communications such as posters, newsletters, and campaigns.
 - Incorporating UAE traditions, heritage, citizenship, and social responsibility within the curriculum.
 - Implementing accountability mechanisms to ensure adherence to these values by all stakeholders.

2. UAE National Identity and Cultural Values

2.1 Celebrating and Honoring UAE National Identity

To promote and preserve UAE identity and cultural values, the school shall:

1. **Integrate UAE national identity** into all aspects of school life—curriculum, assemblies, community engagement, and visitor experiences—aligned with the **ADEK School Cultural Consideration Policy**.
2. **Observe official UAE public holidays and national celebrations** as per ADEK circulars. No classes shall be held on such days without ADEK's prior approval.
3. **Display the UAE flag and official portraits** in compliance with ADEK's **Positions of Their Highness Pictures and Flag Manual**.
4. **Conduct daily assemblies** where students participate respectfully in the UAE National Anthem.
5. **Form a National Identity Committee** composed of at least three UAE National staff or parents of UAE National children to promote UAE culture and values.
6. **Participate in national and government-endorsed initiatives** related to UAE identity, culture, and values.

2.2 Adhering to UAE Laws

All members of the Dunes International School community shall respect and comply with this policy and with all **UAE federal and local laws** governing education and ethics.

3. Ethical Leadership and Culture

3.1 Ethical Leadership

School leadership shall:

1. Model ethical decision-making and behavior in line with the **Code of Conduct for Education Professionals in General Education (MoE, 2022)**.
2. Encourage participatory decision-making that values input from staff, students, and parents.
3. Avoid all **conflicts of interest** that may compromise professional duties or school integrity.
4. Provide **training and orientation programs** on ethics and integrity for all staff.

3.2 Appointment of Staff

Recruitment, selection, and promotion at Dunes International School shall:

- Be conducted fairly, transparently, and without bias or favoritism.
- Uphold equality, integrity, and the school's core values at every stage of the process.

3.3 Ethical Behavior

All members of the school community must uphold the highest standards of ethical conduct.

Unethical behavior includes, but is not limited to:

- Discrimination, favoritism, racism, bullying, dishonesty, or harassment.
- Academic dishonesty, plagiarism, tampering, or cheating, as defined by **Federal Decree Law No. (33) of 2023** and the **ADEK School Assessment Policy**.

The school shall:

- Maintain systems to detect and address unethical conduct.
- Avoid unauthorized use of ADEK's name in communications or decisions.
- Integrate **ethical self-evaluation** into staff and leadership performance reviews.

3.4 Whistleblowing

In accordance with **Federal Decree Law No. (31) of 2021**, Dunes International School shall establish a **Whistleblowing Policy** that ensures:

1. Safe, confidential channels for reporting unethical or illegal conduct.
2. Protection of whistleblowers from retaliation, stigmatization, or disciplinary action.
3. Confidentiality of all investigations and reports.

3.5 Positive Educational Environment

The school shall promote a culture that:

- Encourages **creativity, teamwork, and collaboration** among students, staff, and parents.
- Demonstrates fairness, equality, and mutual respect.
- Embraces diversity and **inclusive education** in alignment with UAE values.
- Provides all key documents in both **English and Arabic** to enhance engagement with parents and the wider community.

4. Compliance

4.1 This policy shall take effect from the **Academic Year 2024–2025**. Full compliance is expected by the start of **Academic Year 2025–2026**.

4.2 Non-compliance shall result in disciplinary action in accordance with ADEK regulations, **Federal Decree Law No. (31) of 2021**, and **Federal Decree Law No. (33) of 2023**. ADEK reserves the right to intervene in cases of policy violation or unethical practice.

Principal : Mr. Paramjit Ahluwalia

