

<b>Policy Section</b>	CODE OF CONDUCT	<b>Policy Statement Approved by the Board</b>	July 13, 2020
<b>Policy Title</b>	ANTI-RACISM AND ANTI-DISCRIMINATION POLICY	<b>Procedure Creation Date</b>	July 13, 2020
<b>Policy Number</b>	CC1503	<b>Last Revision Date</b>	
<b>Program Reference</b>	Wundergarten Nursery Program Parent-Child Program WISE School Program		

## I. Policy Requirements

### Board Responsibility

1. **The Waldorf Education Society of Edmonton** (“Board”) has the responsibility to ensure that every student enrolled in the **Waldorf Independent School of Edmonton** (“School”) and each staff member employed by the Board is provided with an environment that is actively anti-racist, anti-discriminatory, and adheres to the **Association of Waldorf Schools of North America’s** (“AWSNA”) overarching principles of Diversity, Equity and Inclusion.
2. The Board fosters and encourages educational and social policies that strengthen diversity of race, class, ethnicity, ability, gender identity, religion, and sexual orientation.
3. The Board supports the creation of an Anti-Racism action committee; said committee will comprise members of the Board, Staff, and parent body.

### Board and Administrative Responsibility

1. The Board along with the Administration openly condemns all or any practice of discrimination on the basis of race, ethnicity, class, ability, gender identity, religion, and sexual orientation in the School.
2. The Board and Administration will actively engage in and share with the School community the principles as outlined in the Truth and Reconciliation Commission and the UN Declaration on the Rights of Indigenous Peoples.

## PROCEDURE

1. Any instance of racism or other discrimination will not be tolerated and any such instances perpetrated by School students, staff, or Board members will be brought before Board Executive and/or Administration who will respond according to the School’s disciplinary procedures. (See Policies EP1101, EP1102, DSE1101, CC1501 and DSE1102)

2. The Anti-Racism Action Committee will foster anti-racism education for Board, Staff and Parents of the School, as well as work to ensure that the School's practices represent Equity, Diversity and Inclusion.

3. The Board and Administration will follow the guidelines set forth by the Stuttgart Declaration. This declaration was made to unequivocally clarify the intents of Rudolf Steiner's pedagogical theories and work and to explicitly reject allegations that Waldorf schools in any way espouse racist or nationalistic views. An adapted translation of parts (as authorized by the European Council for Steiner Waldorf Education -ECSWE), states that:

a. "Racist or discriminatory tendencies are not tolerated in Waldorf schools or Waldorf teacher training institutes. The Waldorf school movement explicitly rejects any attempt to misappropriate Waldorf pedagogy or Rudolf Steiner's work for racist or nationalistic purposes.

Waldorf schools have been working on the basis of these principles since the movement was founded in 1919. Institutions working out of Waldorf education are today engaged in all parts of the world, including areas of social tension in Europe, Africa, the Americas, Asia and the Middle East.

Waldorf schools pursue their pedagogical tasks out of the spirit of human rights, thereby contributing to building a society founded upon mutual respect, tolerance and cooperation between all human beings. Waldorf schools do not select, stratify or discriminate amongst their pupils, but consider all human beings to be free and equal in dignity and rights, independent of ethnicity, national or social origin, gender, language, religion, and political or other convictions.

Anthroposophy, upon which Waldorf education is founded, stands firmly against all forms of racism and nationalism."

#### REFERENCE

Association of Waldorf Schools of North America  
Truth and Reconciliation Commission of Canada  
United Nations Declaration on the Rights of Indigenous Peoples  
European Council for Steiner Waldorf Education