



Project Nomad

Discriminatory Behaviour Policy

1. All staff and students participating in Project Nomad activities will be held to a high standard of care and respect for one another. Discriminatory behaviour of any kind will not be tolerated and will result in disciplinary action. Discriminatory behaviour is defined here as any behaviour that causes an individual to feel disempowered, excluded, or otherwise treated differently as a result of their age, disability, gender identity, race, religion or belief, and sexual orientation.
2. The disciplinary action Project Nomad undertakes for students will be as follows:
 - i. When the behaviour is reported, an investigation will be opened. This may be immediate depending on the severity of the incident.
 - ii. If, after an investigation has been conducted, the student in question has been found to be in violation of Project Nomad's Discriminatory Behaviour Policy, a formal warning will be issued to the individual(s) concerned and a plan for restoration will be enacted. The student may be removed from all activity for half of the day as a suspension, where they may be required to participate in a community service project if deemed appropriate. The individual(s) involved will be obligated to write a formal written apology as well as reflect on why the behaviour is harmful. If staff are satisfied that the student shows genuine contrition, they will be returned to their normal activities as appropriate.
 - iii. If staff are not satisfied that the student has shown an improvement or if staff believe the behaviour will persist, as a final step, the student will be removed from the program and will require collection within 48 hours at the family's expense.