

Edmonton Islamic School Anti-Racism Policy

PURPOSE AND CONSIDERATIONS

The purpose of the policy is to create a just, and equitable organization rooted in Islamic values for all staff, students, parents, and community members. Edmonton Islamic School is an Islamic faith-based school, it will promote respect and unity for all as Islam our religion has taught us.

The Quran encourages equality and appreciation for the beauty of cultural diversity. Allah says, *“O mankind, indeed we have created you from male and female and made you peoples and tribes that you may know one another. Indeed, the most noblest of you in the sight of Allah is the most righteous of you. Indeed, Allah is Knowing and Aware.”* **Qur'an 49:13**

Most importantly, Islam teaches us to stand against injustice and oppression. Allah says, *“O you who believed, be persistently standing firm for Allah, witness in justice, and do not let the hatred of people prevent you from being just. Be just; that is nearer to righteousness. And fear Allah. Indeed, Allah is [fully] aware of what you do.”* **Qur'an 5:8**

In addition to this, our Prophet Muhammad's ﷺ further supports these beliefs when he said in his Last Sermon: *“All mankind is from Adam and Eve, an Arab has no superiority over a non-Arab nor a non-Arab has any superiority over an Arab; also a white has no superiority over black nor does a black have any superiority over a white except by piety and good action. Learn that every Muslim is a brother to every Muslim and that the Muslims constitute one brotherhood. Nothing shall be legitimate to a Muslim which belongs to a fellow Muslim unless it was given freely and willingly. Do not, therefore, do injustice to yourselves. Remember, one day you will appear before Allah and answer for your deeds. So beware, do not stray from the path of righteousness after I am gone.”* (HOTD Writer, 2012)

In keeping with the Islamic values and teachings of Prophet Muhammed (PBUH), EIA will administer this policy for the benefit of all staff, students, parents, and community members.

POLICY

Edmonton Islamic Academy (EIA) was founded upon Islamic beliefs and values. The Quran and Sunnah promote unity, equality and diversity while condemning injustice, oppression and arrogance. In keeping with these principles, EIA pledges to provide an equitable, safe and respectful environment for all community members inclusive of staff, teachers, students, parents and volunteers. EIA commits to building an educational institution free of overt and/or covert racism, prejudice, discrimination and privilege. Consequently, EIA will not tolerate behaviour that perpetuates racism and discrimination at any level. As such, EIA will take both proactive and reactive measures to ensure everyone is treated fairly and justly. Through a restorative justice approach, EIA pledges to prioritize the psychological and physical well being of all community members while educating and holding those in violation of our policy accountable. EIA acknowledges a history of racism and discrimination within the school and strives to correct these wrongs through education, representation and reconciliation.

DEFINITIONS

Diversity

The existence of differences amongst people. These differences can cover but are not limited to gender, ethnicity, religion, race, age, opinions etc.

Racism

The belief that an individual's race makes them either superior or inferior to people of a different race. This belief can be acted on overtly or covertly; this essentially means that discrimination as such can be imparted or experienced both directly or indirectly. Racism takes many forms, for instance:

- *Internalized Racism*: a person holding racist views of their own race
- *Interpersonal Racism*: between people, one person behaving in ways that demonstrate their racist ideas about an individual of a different race
- *Institutional Racism*: within a society/culture or organization, often enforced through cultural rules/norms or policies/laws

Discrimination

The act of individuals/groups being treated unfairly because of one's differences. Discrimination can be based on factors such as race, religion, age, gender, disability, etc.

Prejudice

The preconceived notions formed about an individual based on the group they belong to. These groups can be based on race, gender, religion, ethnicity, etc.

Stereotype

The simplified view that an individual has specific characteristics and habits based on the group they belong to, leading to specific expectations being held of all individuals of a group. These groups can be based on race, gender, religion, ethnicity, etc.

Intolerance

The unwillingness to accept what is considered to be different.

Hate Speech

Racist and prejudiced public expression (verbal, written or illustrated) that is abusive in nature and incites hatred towards a group.

Bullying

Continuous negative behaviour intended to discourage or harm an individual through various means. Bullying and violence may be physical, verbal, psychological [emotional] or social.