



SHINING STAR INTERNATIONAL SCHOOL
ANTI-STIGMATIZATION POLICY
2021-22

AIM:

This policy is commitment to reducing stigma related to COVID-19. This policy includes types of behaviors that are not acceptable as well as things that SSIS will specifically do to address stigma in the organization.

MEANING:

Stigma is discrimination against an identifiable group of people, a place, or a nation. Stigma is associated with a lack of knowledge about how COVID-19 spreads, a need to blame someone, fears about disease and death, and gossip that spreads rumors and myths. Stigma can lead to labeling, stereotyping, discrimination and other negative behaviors toward others. For example, stigma and discrimination can occur when people link a disease, such as COVID-19, with a population, community, or nationality. Stigma can also happen after a person has recovered from COVID-19 or been released from home isolation or quarantine.

PURPOSE:

SSIS is committed to fostering a workplace where staff, students, parents, contractors and visitors are protected from stigma associated with COVID-19. Our organization will ensure that all staff, students, parents, contractors as well as visitors are treated with respect and dignity; this includes those suffering from COVID-19 and those who support other people suffering from COVID-19.

Harassment and acts of discrimination will not be tolerated. Anyone who is found to be stigmatizing another suspected or confirmed case individual may be subject to disciplinary action. Types of behavior and acts that contribute to stigma include:

- Prejudicial attitudes and discriminating behavior directed towards individuals who are COVID-19 positive or suspected to have COVID-19.
- Spreading COVID-19 related rumors, misconceptions or fear.
- Revealing the confidential or private information of suspected or confirmed case within or outside the school community.
- Trivializing, blaming and belittling people who are COVID-19 Positive or suspected cases.

- Insulting people who are COVID-19 positive/suspected cases.
- Patronizing people who are suspected positive cases of COVID-19 or suspected cases of COVID-19 by treating them as if they are not as good as other people.
- Ostracizing people who are COVID-19 positive/ suspected cases.

SCOPE:

This policy applies to all SSIS employees, students, parents, contractors, visitors and all behaviors that are in some way connected to work including off-site meetings, training and day to day operations.

ROLES & RESPONSIBILITIES:

1. Senior Leadership

Senior Leadership of SSIS is responsible for providing all students, staff and parents with a psychologically healthy and safe workplace, free of COVID-19 related stigma, discrimination or harassment. The SLT of SSIS will ensure that this policy is applied in a timely, consistent and confidential manner, determining whether or not allegations are substantiated and determining what corrective action is appropriate if required. To support a COVID-19 stigma-free workplace SSIS SLT will:

- Provide COVID-19 awareness training and education.
- Provide time to time awareness campaigns concerning misconceptions related to COVID-19
- Regularly monitor organizational practices and systems for barriers to achieving a stigma-free workplace.
- Provide an effective and fair complaints process.
- To maintain the privacy and confidentiality of suspected or confirmed case
- Lead by example.

2. COVID-19 Task Force, Coordinators & HODs

COVID-19 Task force, Coordinators & HODs and staff of SSIS are responsible for fostering a stigma-free workplace and setting an example of appropriate behavior. This includes communicating the policy and procedures in their respective departments/blocks/areas for bringing forward a complaint, addressing situations which they become aware of in a timely fashion, and taking appropriate action in a sensitive and confidential manner for all employees.

3. SSIS Staff, students & Parents

SSIS Staff, students & parents are responsible for treating other staff, students, parents, contractors and visitors of SSIS family with respect in the workplace, bringing forward complaints and cooperating with investigations into complaints.

SSIS Staff, students and parents are also responsible treating everyone with respect and to handle situations in a sensitive and confidential manner.

TRAINING/AWARENESS:

SSIS SLT & COVID-19 task force is committed to providing COVID-19 anti-stigma awareness program to all the staff, students and parents of SSIS family. SSIS will develop, implement and maintain the awareness training presentations, posters, sign boards and programs so that all staff, students, parents and contractors are familiar with the signs and symptoms, Do's & Don'ts of COVID-19 as well as all the policies and procedures related to COVID-19 prevention, reporting, intervention and return to work. SSIS management /SLT require that all staff, students and parents are involved in the awareness presentations/ programs / mails etc. All the staff, students and parents are requested to read the circular, mails, presentations related to COVID-19 carefully.

The staff, students and parents are also encouraged to share their concerns, views ideas etc. All the staff, students and parents are always welcome and free to contact school's social worker/counselor or any SLT member to share their worry, concern or stress related to COVID-19 situation.

CONCLUSION:

Stigma can make people more likely to hide symptoms or illness, keep them from seeking health care immediately, and prevent individuals from adopting healthy behaviors. This means that stigma can make it more difficult to control the spread of an outbreak.

SSIS is committed to Anti-Stigmatization policy of COVID-19. The Anti-Stigmatization policy and procedures will be evaluated at planned intervals and reviewed during the joint meetings with SLT, COVID-19 Task force, counselor and OSH Officer.

The cooperation of entire SSIS staff, students, parents, stakeholders and visitors is required to ensure compliance with SSIS “NO STIZMATIZATION POLICY”.