

RACE EQUALITY POLICY

Policy Statement. RNC welcomes staff and students from all races, national and religious backgrounds. RNC guarantees to treat all staff, students and guests with respect and dignity. We do not tolerate any form of racial discrimination, harassment or victimisation. Also, RNC commits to eliminate any form of discrimination, including gender discrimination, providing everyone with equal access to learning and working in the college community.

Scope of this policy. This policy sets out RNC commitment to fight against racial discrimination and to promote racial equality across the organisation. The policy applies to all RNC activities and members: management, staff, employees, contractors, students and visitors.

Racial Harassment is defined as „any form of behaviour that has the effect of intimidating, humiliating, ridiculing and/or undermining the confidence of a person or group of people due to their colour, nationality or ethnic group.” This includes the display of offensive material including graffiti, different treatment, oral or physical abuse, derogatory comments and/or jokes and written abuse, including material placed on social media.

Failure to apply this policy means to treat other people without dignity and respect. Offensive remarks may be made unintentionally, as a result of ignorance or lack of culture and/or education. Any action contrary to this policy will be considered serious disciplinary matters, and may, in some cases lead to dismissal or exclusion.

Application of this policy. This policy applies to all aspects of the College's provision and to all members of the College community (management, staff, students, contractors/suppliers and guests). The applicable law in Romania is the Law no. 324 / 2006 – the Law of preventing and punishing any form of Discrimination and EU Directive 2000/43/CE.

Responsibilities.

Director: is responsible for ensuring that RNC fulfils its legal obligations under the Law 324/2006. Also, Director makes sure that all staff are aware of the College's statutory duties and commitment in relation to legislation, through induction and regular

updated training, the college advertizing material presents an appropriate and positive message about minorities and racial groups, the admission and teaching processes apply the best practice in equal opportunities. Director RNC is in charge with monitoring staff and students behaviour

Teaching staff must make sure that schemes of work, lesson content, teaching resources and delivery methods demonstrate sensitivity to issues of cultural diversity. .

Students will behave in a way that creates a safe and respectful environment. They must show respect for others irrespective of their culture, ethnic or religious background and to report incidents of racism to the management.

Actions to implement this policy: Management, staff and students are aware of RNC race equality policy and the action needed for its implementation.

RNC complies with the requirements of the Data Protection Regulation in conjunction to this policy. Thus, RNC will keep a record of employees, student applications and student admissions in order to ensure effective operation of this policy. These records will be analysed regularly and appropriate follow-up action will be taken where there is any evidence of discrimination.

Related Policies:

-Equality & Diversity Policy

-Harassment Policy