



**WOODRIDGE**

COLLEGE AND PREPARATORY SCHOOL  
*more than a school...an experience*

**WOODRIDGE COLLEGE AND PREPARATORY SCHOOL**

**POLICY**

**Stigmatization, victimization and discrimination**

## I. Overview and Foreword

### **Provisions enshrined in the SA Constitution**

The Constitution, which together with Common Law forms the foundation for the country's legal system, sets out the most important rules of conduct for institutions and individuals, and gives expression to the values of SA society.

Chapter 2 of the SA Constitution sets out the "Bill of Rights", which prescribes the fundamental rights of all people in the country and affirms the democratic values of human dignity, equality and freedom. The Bill of Rights has a number of sections that are relevant when considering the rights of children in schools, including:

**The right to equality before the law, and to equal protection of the law. Direct or indirect discrimination is prohibited, but with this right legitimately limited by affirmative action.**

The right to *human dignity* and to be treated with dignity and respect.

The right to *personal freedom and security*. This *inter alia* protects people from being subjected to cruel, inhuman or degrading treatment, or unjust punishment.

The right to *personal privacy* - provides protection from improper searches, seizure of private possessions and the violation of personal communications.

Specifically *protects the rights of children* ("child" means a person under the age of 18 years). A wide range of fundamental rights are provided for, in addition to the other general rights contained in the Constitution. In particular –

every child has the right to be protected from maltreatment, neglect, abuse or degradation;

a child's best interests are of paramount importance in every matter concerning the child.

#### Section 29

Deals with *education* and sets out the right of every person to basic education, and to further education which should be made reasonably available by the State.

"Everyone has the right to establish and maintain, at their own expense, independent education institutions that

- a. do not discriminate on the basis of race;
- b. are registered with the state; and
- c. maintain standards that are not inferior to standards at comparable public education institutions.

#### Section 33

Assures the right of *administrative action* that is lawful, reasonable and procedurally fair.

#### Section 39

Requires that when any legislation, common law or customary law is being developed, the spirit, purpose and objectives of the Bill of Rights should be promoted, and that all laws therefore be interpreted in accordance with the Bill of Rights.

2. **Woodridge approach to stigmatization, victimization and discrimination.**  
Any form of discrimination, victimization and/ or stigmatization is perceived as a form of 'bullying' and as such will be dealt with according to **the Woodridge College Students Code of Conduct** for the pupils and for the teaching staff and other employees, **Code of conduct for Employees.**  
***Pupils and staff are made aware of the stance of Woodridge as an institution on the issue of discrimination of any form.***
- Any form of discrimination is a serious offence and under no circumstances will be tolerated.
  - If pupils or staff are witness to any form of discrimination, they must report such behaviour to the relevant people on management.
    1. Pupils – The Grade Head or the Head of Student Affairs
    2. Employees -- Direct Line Manager and the Head of HR.
3. Any pupil or employee who is accused of any form of discrimination will be dealt with according to the procedures described in the two specific Codes of conduct.

**REFER TO THE CODES OF CONDUCT FOR PROCEDURES TO FOLLOW.**