



queen
mira
international
school

Anti-Discrimination Policy



qmis
brochure



qmis
website



qmis
souvenir



Vision

“To empower every learner to become a thoughtful leader, committed to driving sustainable change for a better world”



Mission

- Promoting personal growth and well-being through holistic development—integrating mental, emotional, and physical wellness—while fostering self-love, self - acceptance, and self - compassion.
- Fostering environmental awareness and stewardship by nurturing respect for nature and promoting sustainable living, conservation, and mindful resource use.
- Cultivating community and social harmony by fostering inclusivity, empathy, and mutual respect, while inspiring collaboration to address shared social and environmental challenges.
- Fostering global and digital citizenship by promoting compassion, ethical awareness, critical thinking, and responsible use of technology for learning, collaboration, and social impact.
- Empowering individuals through balanced living, integrating academics, athletics, and personal growth, while cultivating discipline, life skills, and financial literacy for responsible, independent success.
- Inspiring innovation and lifelong learning by embracing change, advancing skills, and cultivating an agile mindset for navigating a dynamic world.
- Building resilience and courage by empowering individuals to face challenges with confidence, adaptability, and a growth mindset.



Core Values

QMIS builds the values through the environment, curricular and co-curricular programmes and shapes the staff and students with the following core values
Accountability, Commitment, Integrity, Positivity, Respect



QMIS

Guiding Statement

QMIS has a well structured guiding statements which act as the rungs of the ladders to take us to our vision.

- GS1:** Deliver a comprehensive and dynamic CBSE curriculum that blends local relevance with international best practices, fostering academic excellence and global citizenship.
- GS2:** Ensure a safe, inclusive, and nurturing environment that prioritizes the physical, emotional, and psychological well-being of all students and staff.
- GS3:** Instill a deep understanding of global interdependence, encouraging learners to take responsibility for sustainable living and meaningful change.
- GS4:** Provide opportunities that enhance life skills, well-being, self-management, and leadership through local and global engagement.
- GS5:** Promote a values-based education that inspires inquiry, collaboration, communication, and strong research skills.
- GS6:** Encourage multilingualism through regional languages (Tamil/Hindi) and global languages (French), fostering cultural awareness and global communication.
- GS7:** Seamlessly integrate technology to enrich learning, empower student creativity, and instill responsible digital citizenship and respect for intellectual property.
- GS8:** Drive continuous learning and curriculum development through purposeful, ongoing, and student-centered assessment practices.
- GS9:** Cultivate collaborative communities and equip students with globally relevant skills through financial education, creative expression and individualized learning in dedicated creative spaces.

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ADP 001 Introduction

Queen Mira International School steadfastly upholds the ethos of inclusivity and respect within its educational milieu. Discriminatory practices, in any manifestation, contravene our fundamental values of egalitarianism, diversity appreciation, and comprehensive integration. This policy articulates our unwavering commitment to preclude and redress instances of discrimination within the school's community.

ADP 002 Scope

This policy is binding upon all stakeholders of Queen Mira International School, encompassing students, faculty, parents, volunteers, contractors, and visitors.

ADP 003 Principles

1. **Equity:** We advocate for the impartial and uniform treatment of every individual, regardless of their racial background, ethnicity, religious beliefs, national origin, gender identity, sexual orientation, disability, or any other distinguishing characteristic.
2. **Diversity Enhancement:** We embrace and exalt the multiplicity inherent in our school community, recognizing that our differences serve to enrich the collective learning environment.
3. **Inclusive Culture:** We are dedicated to cultivating an environment where each person feels esteemed, acknowledged, and included.

ADP 004 Prohibited Conduct

Queen Mira International School unequivocally prohibits all forms of discrimination, including but not limited to:

1. **Explicit Discrimination:** Deliberate mistreatment of individuals based on their race, ethnicity, religion, nationality, gender, sexual orientation, disability, or any other intrinsic trait.
2. **Implicit Discrimination:** Implementation of policies, practices, or criteria that inadvertently disadvantage certain groups.
3. **Harassment:** Perpetration of unwelcome behaviors that undermine an individual's dignity or engender an environment rife with hostility, degradation, or offense.
4. **Retribution:** Unjust treatment of individuals who have lodged a discrimination complaint, offered support to others' grievances, or participated in related proceedings.

“ Racism isn't just what you say, think, do, and feel. It is also what you allow ”

ADP 005 Responsibilities

1. Administrative Oversight: The school administration bears the responsibility of ensuring the seamless enactment and enforcement of this policy, including the provision of requisite training and resources to fortify its efficacy.
2. Staff Obligations: Every member of the faculty is tasked with acquainting themselves with this policy, upholding its tenets, and promptly reporting any instances of discrimination or harassment.
3. Student Code: Students are enjoined to treat their peers with deference and report any incidents of discrimination or harassment to a faculty member or school administrator.
4. Parental Partnership: Parents and guardians are encouraged to endorse the school's anti-discrimination endeavors and to engage in dialogues with their children about the importance of respecting others and embracing diversity.

ADP 006 Reporting Procedure

Any member of the Queen Mira International School community who perceives themselves as the target of discrimination or harassment, or who bears witness to such misconduct, is urged to expeditiously report it to a faculty member, school administrator, or designated personnel. Such reports shall be handled with the utmost seriousness, investigated promptly, and met with appropriate remedial action.

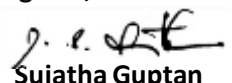
ADP 007 Conclusion

Queen Mira International School is resolute in its endeavor to foster a culture predicated on respect, tolerance, and inclusivity. By steadfastly uniting against discrimination in all its guises, we aspire to forge an educational environment that nurtures each individual's potential for growth and achievement.


ADP 008 Policy Review

- This policy will be reviewed once a year.
- **First Draft – 14.05.2024, Second Draft – 05.06.2025.**

Regards,


Sujatha Guptan
Director – Academics


Abinath Chandran
Managing Director


Dr. C. Chandran
Chairman

**“ We cannot be a union of states
if we fail to unite as people.”**

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