



## UGMACERAK POLICY ON CULTURAL CONSIDERATIONS

This policy outlines the cultural considerations that govern the behavior, interactions, and responsibilities of all staff and students. It ensures compliance with local laws, promotes respect for cultural values, and fosters an inclusive and culturally aware academic environment.

University of Greater Manchester, Academic Centre - Ras Al Khaimah (UGMACERAK) acknowledges the significance of cultivating a diverse and inclusive academic environment that embraces cultural differences and encourages mutual respect among students, faculty, staff, and the wider community. This Cultural Consideration Policy reaffirms our dedication to fostering cultural awareness, understanding, and sensitivity across all aspects of university life, aligning with UAE national guidelines and regulatory frameworks.

### 1. The policy aims to:

- Create an inclusive learning environment where individuals from diverse cultural backgrounds feel welcomed, respected, and valued, while honoring the UAE culture.
- Integrate cultural perspectives into the curriculum, and increase awareness and understanding of UAE culture among students, staff, and the broader school community.
- Foster respectful communication and interaction among students, staff, and parents/guardians, emphasizing the importance of respecting cultural differences, individual identities, and perspectives.
- Prevent discrimination and intolerance through proactive measures such as diversity training and clear guidelines for addressing instances of discrimination or harassment.
- Ensure members of the community understand, respect, and adhere to the requirements of all legislation regarding cultural sensitivity in the UAE.

### 2. Key Considerations:

- **Respect and Inclusion:** We strive to create an inclusive environment where all cultural backgrounds are respected, valued, and included. We encourage open-mindedness, empathy, and understanding among students and staff.
- **Awareness and Education:** We promote cultural awareness and understanding through educational initiatives, diversity training, and resources that highlight different cultures, traditions, and perspectives.
- **Language and Communication:** We encourage the use of inclusive language and

respectful communication that avoids stereotypes, derogatory remarks, or cultural insensitivity.

- **Accommodating Cultural Practices:** We recognize and accommodate cultural practices, rituals, and observances to the extent possible while ensuring the smooth functioning of the school.
- **Conflict Resolution:** We provide a fair and equitable process for addressing conflicts related to cultural differences, fostering dialogue and understanding among all parties involved.
- **Reporting and Support:** We have mechanisms in place for reporting incidents of cultural insensitivity, discrimination, or harassment, and we ensure that appropriate support is provided to those who have experienced such incidents.

### **3. Significance of Cultural Sensitivity:**

Cultural sensitivity is essential for several reasons.

- **Promoting Inclusion:** Cultural sensitivity fosters an inclusive environment where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents.
- **Enhancing Collaboration:** By embracing cultural differences, we encourage collaboration and teamwork, harnessing the collective strengths and experiences of diverse individuals.
- **Developing Cultural Competence:** Cultural sensitivity helps develop cultural competence, enabling individuals to interact effectively with people from various backgrounds and navigate cultural nuances.
- **Fostering a Positive Learning Environment:** Cultural sensitivity creates a safe and welcoming learning environment, promoting academic success, well-being, and social-emotional development for all students.
- **Diversity, Equity, and Inclusion:** The Cultural Sensitivity Policy aligns with the principles of diversity, equity, and inclusion. It acknowledges the value of diversity in our school community, promotes equitable treatment and opportunities for all, and strives to create an inclusive environment where everyone feels a sense of belonging and respect.

### **4. Adherence to UAE Legislation**

- Ensure that all members including staff and students understand, respect, and comply with the requirements outlined in this policy and relevant UAE legislation. This includes adherence to national and cultural guidelines.
- Ensure and adhere to Article 44, Constitution of the UAE (Residents must respect the constitution, laws, public authority directives, public order, and public morals).
- Ensure and adhere to Article 416, Federal Decree Law No. (31) of 2021

Promulgating the Crimes and Penalties and Amendments: (Penalties are imposed for the production, possession, or dissemination of materials that violate public morals)

## 5.Roles and Responsibilities

We recognize that all members of the community have specific roles and responsibilities in achieving the aims of the policy and must ensure the following:

- Adhere to UAE Laws and Values: Ensure all behaviours, practices, and displays align with the UAE’s laws, cultural norms, values, and traditions.
- Respect Cultural Norms: Avoid promoting inappropriate stereotypes, assumptions, or preconceptions about the UAE and its region.
- Prohibit Inappropriate Behaviours: Avoid engaging in or promoting drug and alcohol use, smoking, violence, indoctrination, or practices inconsistent with UAE cultural values.
- Use Appropriate Use of Symbols and Imagery: Refrain from using symbols, colours, or imagery that conflict with UAE cultural norms, such as extremist ideas, disrespectful representations, or inappropriate content.
- Prevention of Discrimination and Extremism: Prevent activities, content, or discussions that promote extremism, racism, bullying, or any form of discrimination.
- Prohibit Protests and Demonstrations: Do not organize or participate in rallies, protests, or demonstrations on UGMACERAK premises or during UGMACERAK related events.

### Review history

<i>Last Updated:</i>	<i>November 2025</i>
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