

Internal Regulations Bratislava International School of
Liberal Arts

INTERNAL REGULATION No. 5/2025

BISLA Discrimination Prevention Policy

Academic year 2025

1. Purpose

The Bratislava International School of Liberal Arts (BISLA) is committed to fostering an inclusive and diverse educational environment. The values of tolerance, inclusion, diversity, acceptance, and empathy are deemed important not only in and of themselves but also as essential building blocks of democratic culture and citizenship, and central to BISLA's mission.

This Antidiscrimination Policy aims to ensure that all members of the BISLA community are treated with dignity and respect, free from discrimination, harassment, and retaliation. All persons have an equal right to pursue academic opportunities and to participate in BISLA governance and self-governance bodies, as well as in community life. We also recognize, that non-discrimination does not just require negative freedoms, but a proactive steps taken to level disadvantages stemming from a minority position.

2. Definitions

1. *Discrimination*: The Human Rights Committee (implementation organ of the International Covenant on Civil and Political Rights) defines discrimination as “distinctions based on any ground that nullifies or impairs equal enjoyment of rights and freedoms”. These grounds include :
Race
Ethnicity
National origin
Gender
Sexual orientation
Gender identity or expression
Age
Disability
Religion
Socioeconomic status
Political beliefs

Rankism: Abuse, exploitation, and degrading behavior on the grounds of a position of power. Misuse of power legitimately vested in one setting in another.

Disability: Physical, mental, or sensory impairment that impairs various areas of life. It includes physical disabilities (impairments of the physical body), mental health disabilities (e.g. depression, anxiety disorder, etc.), developmental disabilities (dyslexia, dysgraphia, autism, speech impairment, etc.).

3. Scope

1. This policy applies to all students, faculty, staff, and visitors of BISLA, covering all activities, programs, and events conducted on campus or in connection with BISLA.

4. Policy Statement

1. BISLA prohibits discrimination based on, but not limited to, the characteristics stated in the definition. Discrimination in any form, including but not limited to verbal, physical, or psychological harassment, is strictly prohibited.
2. Furthermore, non-discrimination also entails active policies and arrangements fostering inclusion, including adaptations of the physical space to remove barriers, the status of student with special needs, which allows for flexibility in the learning process, availability of study materials in accessible formats, and so on, which level the ground of opportunities for all.

5. Responsibilities

1. *Administration*: The administration is responsible for implementing this policy, providing training, and ensuring that all members of the BISLA community are aware of their rights and responsibilities under this policy.
2. *Faculty and Staff*: Faculty and staff are expected to model inclusive behavior and to intervene when witnessing discriminatory behavior.
3. *Students*: Students are encouraged to report instances of discrimination and to support their peers in creating an inclusive environment. Student bodies are also responsible for implementing this policy within their ranks, within self-governing bodies, toward staff, faculty, and visitors.

6. Reporting Procedures

1. Any member of the BISLA community who believes they have experienced or witnessed discrimination by an individual or resulting from a collective behavior or structural design is encouraged to report the incident. Reports can be made through the following channels:

Directly to a faculty member or administrator: Studies Coordinator

Anonymous reporting options are also available:

- yellow letter box positioned in the foyer of the BISLA Spiter Room
- Anonymous report form on the BISLA website

7. Investigation and Resolution

1. All reports of discrimination will be taken seriously and investigated promptly. The investigation will be conducted in a fair and impartial manner, ensuring confidentiality to the extent possible. Appropriate actions will be taken based on the findings of the investigation, including the possibility of disciplinary action by the Ethical Commission (or Disciplinary Commission?)

8. Retaliation

1. Retaliation against any individual who reports discrimination or participates in an investigation is strictly prohibited. Any acts of retaliation will be subject to disciplinary action.

9. Education and Training

1. BISLA will provide regular training and educational resources to promote awareness and understanding of discrimination and inclusivity within the community.
2. BISLA faculty will include a statement on non-discrimination and excerpt from or reference to this guideline offering students information how to proceed in cases of discrimination in the information list and course syllabi.
3. BISLA pledges to maintain a curriculum across individual courses where tolerance, inclusion, non-discrimination are actively addressed and promoted, and their implementation within courses is monitored and evaluated.

10. Policy Review

1. This policy will be reviewed biannually to ensure its effectiveness and relevance. Feedback from the BISLA community will be encouraged and taken into consideration during the review process.

11. Contact Information

For questions or concerns regarding this policy, please contact: Office of Student Affairs Email: kusa@bisla.sk Phone: +421 2 59234 303

12. Final Provisions

1. This Regulation shall enter into force and effect on 1.12.2025.

Bratislava, 27. 11. 2025

prof. PhDr. František Novosád, CSc.
predseda Správnej rady BISLA

doc. Samuel Abrahám, PhD.
rektor BISLA