



## EABH STATEMENT OF COMMUNITY

At Escola Americana de Belo Horizonte (EABH), we celebrate our diverse, dynamic, supportive community and recognize the integral role that parents, families, faculty and staff, and volunteers play in the educational development, achievement, and excellence of EABH students.

Our community upholds and promotes the EABH mission, values, and pillars as follows:

### **1.0 Our Excellent, Prepared, and Internationally Minded Students**

EABH fosters a culture that nurtures future-ready students to grow and develop their unique potential and become compassionate agents for a better world. Our community is committed to providing a broad, stimulating, balanced international education that prepares students to be global citizens who are respectful, caring, collaborative, and innovative.

Foundational to this culture is that the EABH community is internationally minded, constantly learning and adapting to ever-changing environments, embracing change and innovation. The community promotes the responsible use of technology to support learning.

Our community values intercultural learning, celebrates differences, rejects intolerance, seeks shared understanding, fosters curiosity about other cultures, and creates opportunities for students to develop empathetic and inclusive behavioral patterns and approaches. We are committed to preparing students for the future they choose, by empowering them to own and explore their learning.



Each student at EABH is educated to naturally think, create, and achieve in a global way and be prepared for the world that awaits them when they leave EABH.

### **1.1 Our Dynamic Staff and Administration**

The administrators and staff (and any approved volunteer, student teacher, or service provider) of the EABH community are responsible for the welfare and growth of students. They enthusiastically participate in school life, both on and off campus, and positively enhance and safeguard EABH's reputation throughout Belo Horizonte, Brazil, and the world.

EABH administrators and staff are solutions-oriented and positive contributing team members who cultivate a growth mindset and challenge students to reach their potential, ensuring that they are future-ready and globally focused. Whenever possible, they seek to include parents and students in schoolwide initiatives and decisions.

### **1.2 Our Engaged Parents**

The parents of the EABH community are responsible for partnering with the administration and staff of the school to promote the welfare and growth of their children and others. They uphold and promote the EABH mission, vision, values, and pillars by serving in a variety of ways (e.g., EABH Parent Volunteer Programs and other volunteer capacities).

EABH parents constructively propose ideas and solutions and do not seek to create conflict within the community. Instead, they serve as examples on and off campus and in formal and informal communication platforms. They work transparently with EABH leaders and staff when opportunities for improvement present themselves.

EABH parents continuously seek to enhance the reputation, good standing, and solid foundation of the school at large by acting with integrity and upholding the values of the school.

## **2.0 Our Connected, Inclusive, and Collaborative Community**

The EABH community values inclusiveness, respect, and dignity. It is at the core of everything we do. We nurture empathy, resilience, and a growth mindset, which empowers compassionate agents for a better future. The community advocates for global awareness, intercultural understanding, and acceptance of the perspective(s) that others hold. We celebrate differences, reject intolerance, and seek shared understanding.

We believe the EABH community is much stronger when it has members who respect and learn from our differences that make us stronger and contribute to the growth and prosperity of the school. Each member of the EABH community brings a unique perspective as an individual, and the community celebrates and embraces the diversity of all members. We champion engaging in meaningful, uplifting conversations, working together, and taking shared responsibility and ownership to foster better outcomes for all.



Individual members are expected to place relationships at the heart of the school and are encouraged to constructively share their unique skill sets, advisory capabilities, or connections to enhance the school. The community welcomes opportunities to positively engage with, and pursue, strong relationships within local, national, and global communities that our internationally minded philosophy is focused on.

### **3.0 Our Caring, Respectful Community**

The EABH community is inclusive and demonstrates an appreciation of common humanity and a commitment to care for others. The EABH community values intercultural learning, celebrating differences, always seeking shared understanding, fostering curiosity about other cultures, and creating opportunities for all members to develop inclusive aspirations and acceptance.

The EABH community is committed to global awareness and the understanding of diverse perspectives. Each member of the community plays a role supporting strong character growth, social and emotional wellness, and international mindedness. The community upholds the EABH mission, values, and pillars by making decisions with a focus on the wellbeing of students and in no way actively works against the administration and staff of the school. Rather, they first communicate ideas through transparent and authorized school communication channels if they perceive an opportunity for shared community growth.

The EABH community advocates for the positive participation from each of its members and encourages involvement through volunteering, providing feedback, attending meetings and events, and sharing unique expertise as promoted by the school. As a condition of joining the EABH community, each member (administrators, staff, volunteers, service providers, parents, and students) agrees to uphold the school's values.

We believe that persisting in, and learning from, challenging situations helps individuals develop tenacity and resilience.

#### **3.1 Child Protection in a Caring, Respectful Community**

The EABH community recognizes its duty to provide the utmost protection for its most valuable and vulnerable asset, its students. Therefore, the community takes immediate action if any student's welfare (both physical and emotional) is threatened or adversely impacted by the conduct of those responsible for their care and protection (including parents, relatives, guardians, volunteers, service providers, or other adults in the student's immediate environment).

Each administrator, member of staff, volunteer, and service provider at EABH is duty-bound to report any incident of suspected child abuse (physical, sexual, or emotional) or neglect, to a member of the school's leadership team. If/when it is deemed situationally appropriate for child protection purposes, the Head of School, Directors, Principals, counselors, or another relevant member of staff also contacts local authorities.

#### **3.2 Appropriate Conduct in a Caring, Respectful Community**



The EABH community (families, students, and EABH staff alike) is committed to continuously cultivating an atmosphere of uplifting and transparent communication, as well as supporting strong character growth, social and emotional health, and tolerance.

As such, the EABH community is a safe and inclusive environment where all members can thrive and reach their full potential without fear of retribution. Appropriate conduct is essential to create and maintain this caring community. We are committed to ensuring each member's right to safety and personal happiness.

We know we are role models to one another and strive to exhibit respect, care, honesty, and empathy in all interactions. Members of the community are encouraged to reduce negativity and rumor spreading and call it out when it is observed.

Harassment, including but not limited to, microaggressions, religious beliefs, racial or ethnic background, sexual orientation, and gender, has no place in the EABH community and will not be tolerated.

EABH will investigate any reported or witnessed events of harassment, violence, intimidation, or bullying. This includes the use of technology, social media, instant messaging, or other electronic communication that disparages another member of our community for their actions or beliefs which may not be in line with one's own personal belief system. It also includes active campaigning for personal agendas that are not beneficial to the school or community at large.

Conflicts of interest, nepotism, or expectation of reward for contributions or gifts to the school or its staff have no place at EABH and will not be tolerated for any reason.

Consequences for violations are developed and administered with consideration to context, which can include severity, the age of involved parties, motivation, repeat versus first offenses, ethics, legality, and more. These consequences can include communication with families, exclusion from events, temporary or permanent removal from the community and/or return of donations if a family is removed.

EABH does not condone the illegal use of controlled substances at school or while participating in school activities or, in the case of staff, at any time when serving in a professional capacity. Any infractions will result in disciplinary action.

The EABH community is a safe and inclusive environment where all members can thrive and reach their full potential without fear of retribution. Appropriate conduct is essential to create this caring community.

By taking principled, personal responsibility and ownership for our actions and conduct, and reflecting thoughtfully on them, we become a stronger and more unified community.