

## **Administrative Decision No. (23) of 2023**

### **Regarding the Schedule of Violations and Administrative Fines Related to the Cultural Considerations Policy**

#### **The Chairman of the Department of Education and Knowledge,**

- Having reviewed Law No. (1) of 1974 regarding the reorganization of the government apparatus in the Emirate of Abu Dhabi and its amendments,
- And Law No. (9) of 2018 regarding the establishment of the Department of Education and Knowledge,
- And the decision of the Chairman of the Executive Council No. (26) of 2013, regarding the organizational regulations for private schools in the Emirate of Abu Dhabi,
- And the decision of the Chairman of the Executive Council No. (24) of 2018 regarding additional competencies for the Department of Education and Knowledge,
- And the decision of the Chairman of the Department of Education and Knowledge No. (21) of 2023 regarding the Cultural Considerations Policy,
- And based on what was presented to the Executive Council, and its approval thereof.

#### **Article One**

The schedule of violations and administrative fines attached to this decision shall be implemented and applied to private schools in the Emirate of Abu Dhabi, in addition to the administrative penalties that the Department may impose on these schools in accordance with the applicable legislation.

#### **Article Two**

The Department may impose the most severe financial fine directly, without gradation, if the violation affects the religious beliefs or gender identity of the students.

#### **Article Three**

This decision shall be published in the Official Gazette and shall come into effect from the date of its publication.

**Sara Awad Issa Musallam**

**Chairman of the Department of Education and Knowledge**

Issued on: 27 Jumada al-Awwal 1445 H

Corresponding to: 11/12/2023 G

**Schedule of Violations and Administrative Fines Related to the Cultural Considerations Policy**

Item	Violation Category	First Time	Second Time	Third Time or More	Additional Measures
		Administrative Fine Value in AED	Administrative Fine Value in AED	Administrative Fine Value in AED	
First	Violations related to negligence and non-compliance	50,000	100,000	150,000	-
(Type of violating acts that fall under this category)					
1	Failure to comply with providing and organizing awareness training programs and refresher courses for concerned parties in accordance with the Cultural Considerations Policy.				
2	Failure to form a committee to select and audit education and learning resources to ensure their alignment with the culture, values, customs, traditions, and national identity of the United Arab Emirates.				
3	Failure to fully document the work and recommendations of the resource selection committee at the school.				
4	Absence of a list of approved education and learning resources at the school.				
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Item	Violation Category	First Time	Second Time	Third Time or More	Additional Measures
		Administrative Fine Value in AED	Administrative Fine Value in AED	Administrative Fine Value in AED	
	Absence of an approved mechanism for auditing and reviewing all education and learning resources to verify their suitability with the Cultural Considerations Policy.				
6	Absence of a mechanism and specific procedures for regularly monitoring all communication channels associated with the school.				
7	Failure to establish a mechanism and specific procedures for reporting any violations of the Cultural Considerations Policy and how to deal with such violations.				
8	Absence of regulations for the official uniform and general appearance of staff and students within the school that are consistent with the Cultural Considerations Policy.				
9	Failure to take action against violators of the official uniform and general appearance rules within the school.				
Second	Violations related to the approved curriculum, learning resources, and educational activities	Administrative Fine Value in AED 150,000	Administrative Fine Value in AED 200,000	Administrative Fine Value in AED 250,000	Taking accountability measures against the perpetrator of the violation according to the approved policy in this regard
(Type of violating acts that fall under this category)					

1 Inappropriateness of education and learning resources for the target age group

Item	Violation Category	First Time	Second Time	Third Time or More	Additional Measures
		Administrative Fine Value in AED	Administrative Fine Value in AED	Administrative Fine Value in AED	
2	Inappropriateness of education and learning resources with the culture, values, customs, traditions, and national identity of the United Arab Emirates.				
3	Inappropriateness of topics with the policy related to the internal affairs or foreign policies of the state according to the approved social studies curriculum in the United Arab Emirates.				
4	Inappropriateness of occasions, events, and celebrations organized by the school with the culture, values, customs, and traditions of the United Arab Emirates, or non-compliance with the Cultural Considerations Policy in this regard.				
5	Using or displaying any read, heard, or visual content associated with any ideas or beliefs of extremist political, social, or religious groups that conflict with the culture, values, customs, traditions, and national identity of the United Arab Emirates.				
6	Failure of the school to monitor or regulate the use of visual explanations or accurate scientific images related to topics of biological reproduction, human evolution, or sex education, leading to their inappropriateness with Islamic beliefs and values or the culture, values, customs, and traditions of the United Arab Emirates.				
7	Failure of the school to inform parents in advance and not giving them the option to exclude their children from attending approved curriculum lessons if they include topics related to biological reproduction, human evolution, or sex education.				
8	Failure of the school to monitor or regulate the use of visual explanations or accurate scientific images related to topics of revolutions, wars, or other conflicts involving violence objectively and in an educational context in a manner that respects public decency and is appropriate for the culture and values of the United Arab Emirates and the age group.				

Item	Violation Category	First Time	Second Time	Third Time or More	Additional Measures
		Administrative Fine Value in AED	Administrative Fine Value in AED	Administrative Fine Value in AED	
9	Presenting topics that touch on cultural considerations in an activity, educational resource, or in any tests within the approved curriculum or in any preparatory content for these tests without obtaining the approval of the Department of Education and Knowledge.				
10	Failure to observe public decency and the culture of the United Arab Emirates in the educational content of the approved curriculum.				
Third	Violations related to offending religious beliefs, customs, and traditions	Administrative Fine Value in AED 250,000	Administrative Fine Value in AED 300,000	Administrative Fine Value in AED 350,000	Taking accountability measures against the perpetrator of the violation according to the approved policy in this regard
(Type of violating acts that fall under this category)					

- 1 Disrespecting the culture, values, customs, traditions, and national identity of the United Arab Emirates and the approved professional and ethical charter for employees in this regard.
- 2 Offending religious beliefs.
- 3 Promoting, directly or indirectly, ideas that offend the culture, values, customs, traditions, and national identity of the United Arab Emirates.
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Item	Violation Category	First Time	Second Time	Third Time or More	Additional Measures
		Administrative Fine Value in AED	Administrative Fine Value in AED	Administrative Fine Value in AED	
		Encouraging any behavior considered offensive to cultural considerations or constituting a crime in the United Arab Emirates; such as drug and alcohol use, violence, smoking, loitering in the school community, etc.			
5		Raising or discussing any topic related to homosexuality, transgender identity, homosexual orientations, etc., directly or indirectly.			
6		Promoting in any way religious or political extremism, racism, changing religious beliefs, bullying, or any form of discrimination.			
7		Failure of the school to take the necessary measures against perpetrators of any of the violations stipulated in Item Third.			