

3.20 ANTI-HARASSMENT POLICY

Rationale:

- Harassment and bullying in any form is unacceptable. We have a responsibility to provide teaching and learning environments that are free from harassment, and that encourage students to develop attitudes and skills that discourage, challenge and report harassment in all forms.

Definition:

- Harassment is the exertion of power by one person over another which makes a person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated and uninvited. It is behaviour that breaches proper conduct.
- Bullying is a repeated form of harassment. A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly.

2. Aims:

- 2.1 To provide a fair and supportive environment free from all forms of harassment and bullying, including cyber bullying, that promotes personal respect, as well as providing physical and emotional safety for all.
- 2.2 To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- 2.3 Everyone within the school community to be alert to signs and evidence of harassment and bullying and to have a responsibility to report it to staff whether as observer or victim .
- 2.4 To ensure that all reported incidents of harassment and bullying are followed up appropriately and that support is given to both victims and perpetrators.

3. Implementation:

- 3.1 The rights and sensitivities of all individuals will be protected.
- 3.2 All staff will be made aware annually of the legislative requirements relating to harassment.
- 3.3 All staff will complete DEECD online Workplace Discrimination & Sexual Harassment training as required.
- 3.4 Professional Development relating to harassment will be provided for all staff, who in turn will model and practise appropriate behaviour.
- 3.5 Staff, students and members of the school community will be informed about the school's approach to harassment and will be provided with information relating to their rights and responsibilities.
- 3.6 Curriculum content will include analysing the effects of harassment, and assist students to develop attitudes and skills that discourage, challenge, counter-act and report harassing practices.
- 3.7 Our Positive Education Program together with the school values of Respect, Cooperation, Resilience, Friendliness Responsibility and Honesty/Trustworthiness support expectations of student behaviour.
- 3.8 Staff members will not allow themselves or their colleagues to be subjected to harassment from parents or students – all such issues must be immediately reported to the principal.
- 3.9 Harassment by students will attract consequences consistent with our Student Code of

Conduct.

- 3.10** All claims of harassment will be treated confidentially, documented, and promptly and constructively addressed.
- 3.11** Unresolved school-level issues may be referred by the principal, or the parties involved, to the appropriate authorities.

This policy was last ratified by School Council in June, 2010