

## ANTI-HARASSMENT POLICY

### Rationale

Harassment/Bullying is an act of aggression that can cause embarrassment, pain, fear or discomfort to another.

- It can take a number of forms, physical, verbal, gesture, extortion and exclusion.
- It can be planned or organised or it may be unintentional.
- Individuals or groups may be involved.

This policy ensures that such behaviour is minimised and a safe and positive learning environment created. This includes Bullying and Sexual Harassment.

Some examples of Bullying include:

- any form of physical violence such as hitting, pushing or spitting on others
- interfering with another's property by stealing, hiding, damaging or destroying it
- using offensive names, teasing or spreading rumours about others or their families
- using put-downs, belittling others' abilities and achievements
- writing offensive notes or graffiti about others
- making degrading comments about another's culture, religious or social background
- hurtfully excluding others from a group
- making suggestive comments or other forms of sexual abuse
- ridiculing another's appearance
- forcing others to act against their will.

### Guidelines

- to promote personal growth, positive self-esteem and resilience for all
- to enable all members of the school community to feel safe from all forms of harassment
- to assist all members of the school community to identify bullying behaviours in themselves and others
- to support all members of the school community to take action against bullying
- to maximise learning outcomes by ensuring children are provided with a safe, positive and caring learning environment.

### Implementation

The aims of this policy will be achieved by the daily work and professionalism of all school personnel – administrative, teaching, non-teaching and support staff.

- A Student Welfare Coordinator will be appointed annually to oversee the Anti-Harassment Policy.
- The Coordinator will be familiar with the Student Welfare and Discipline Policy and Procedures document and other documentation relevant to student welfare and discipline
- The Anti-Harassment Policy is supported by ongoing parental involvement in the school programs, utilising the expertise of the DET personnel including Education Psychologists, Speech Pathologists, Visiting Teacher Services, School Medical and Dental services.
- Parents and students are also referred to outside agencies where further assistance is required. Parenting programs may be organised as required.
- Appropriate resources will be available. They will include materials relevant to harassment and are available to both parents and staff. See "Programs attached to counter Harassment and Bullying".
- The policy will be actively promoted with students, staff and community.
- Identification of "trouble spots" in school with an aim to improve supervision.

- Identification of students who have been nominated by their peers as offenders.
- Classroom teacher/student welfare representative, Principal or Assistant Principal, as deemed necessary, will counsel frequent offenders. Parents will be advised at the discretion of the Principal or Assistant Principal.
- The consequences of behaviour deemed as bullying will follow the procedures set down in the Student Wellbeing Policy.
- The staff in consultation with the Principal/Assistant Principal has the discretion to implement consequences at a level deemed appropriate to the severity and frequency of the offence.

**Evaluation**

This policy will be reviewed in 2021