



Rationale

Harassment is the exertion of power by one person over another – often presenting as bullying behaviour, which makes another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated, uninvited and usually related. It is behaviour that breaches proper and professional conduct.

Harassment in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from harassment and encourages students to develop attitudes and skills that discourage, challenge and report harassment in all forms.

Aim

To provide a fair and supportive environment free from all forms of harassment, that promotes personal respect, as well as providing physical and emotional safety for all.

Implementation

- All staff will be made aware of the legislative requirements to harassment
- All staff will complete DET online workplace Discrimination & Sexual Harassment training
- Professional Development relating to harassment will be provided for all staff, who in turn will model and practice appropriate behaviour
- Staff, students and members of the school community will be familiar with the school's approach to harassment and will be provided with information relating to their rights and responsibilities
- School level protocols for resolving issues or complaints will be developed and well publicized
- Staff members will not allow themselves or their colleagues to be subject to harassment from parents or students – all such issued must be immediately reported to the Principal
- Unresolved school level issues may be referred by the Principal, or the parties involved to the appropriate authorities
- Harassment by students will attract consequences consistent with our Student Code of Conduct
- All claims of harassment will be treated confidentially, documents and promptly and constructively addressed
- The rights and sensitivities of all individuals will be protected
- Curriculum content will analyse the effects of harassment and assist students to develop attitudes and skills that discourage, challenge, counteract and report harassing practices

Evaluation:

- This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council in....

June 2021