



Harassment

Last ratified by School Council: 17th June, 2014

1. VISION

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.

Fair – free from bias, dishonesty or injustice.

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

2. ACTION

- a) All staff will be made aware of the legislative requirements relating to harassment.
- b) All staff will complete the DEECD online Workplace Discrimination & Sexual Harassment training and will model and practice appropriate behaviour.
- c) 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.
- d) School-level protocols for resolving issues or complaints will be developed and be published and online via the AEU and DEECD.
- e) 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.
- f) Relevant information will be prominently displayed in the Staff Room and other relevant information and pamphlets readily available.
- g) Unresolved school-level issues may be referred by the Principal, or the parties involved, to the appropriate authorities.
- h) Harassment by students will attract consequences consistent with our Student Code of Conduct.
- i) All claims of harassment will be documented, treated confidentially and promptly and constructively addressed as per DEECD guidelines.
- j) The rights and sensitivities of all individuals will be protected.
- k) Curriculum content will investigate the effects of harassment and assist students to develop attitudes and skills that discourage, challenge, counter-act and report harassing practices appropriate to each year level.

3. REVIEW

The *Harassment Policy* will be reviewed regularly, as part of the school's policy review process.