



Anti-Harassment Policy

Definition:

- 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 repeated. It is behaviour that breaches proper and professional conduct.

Rationale:

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

Aims:

- 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 (**Discrimination Act 1991**) requirements relating to harassment.
- Professional development relating to harassment will be provided for all staff, who in turn will model and practice appropriate behaviour.
- Staff, learners 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 publicised.
- Staff members will not allow themselves or their colleagues to be subjected to harassment from parents or learners – all such issues must be immediately reported to the Principal or RTO Manager.
- 'Fair Go' poster to be prominently displayed and accompanying pamphlets readily available.
- Unresolved school-level issues may be referred by the Principal or RTO Manager, or the parties involved, to the appropriate authorities.
- Harassment by learners will attract consequences consistent with our Student Code of Conduct.
- All claims of harassment will be treated confidentially, documented, 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 learners to develop attitudes and skills that discourage, challenge, counter-act and report harassing practices.

Evaluation:

- This policy was originally formed, and will be reviewed in consultation with all members of the wider community (all staff, parents, learners, and interested members of the community) as part of the school's three-year review cycle.

This policy was ratified by School Council on

Signed By:

The Principal _____

School Council President _____

Date: ____ / ____ / ____