Policies: Anti-Harassment

ANTI-HARASSMENT POLICY

• Each person has the RIGHT to learn in a safe environment.
• Each person has the RESPONSIBILITY to keep himself or herself safe and to help maintain a safe learning environment.
• Each person will show RESPECT for themselves, for others and for property.

KNOW YOUR RIGHTS!

Aim of the Policy
Bullying / harassment can have a serious long-term effect on health and well being. The aim of this policy is to ensure that Marryatville High School is a safe environment, free from bullying and harassment, for all members of the school community. This includes:
• The provision of a physical environment which engenders safe behavioural patterns.
• A proactive approach to wellbeing and relationships between students, parents and staff.
• The provision of options to respond to bullying / harassment for staff, students and parents.
• The provision of suitable counselling service for individuals affected by bullying / harassment.

Definition of Harassment
• Bullying / Harassment is any behaviour which is unwelcome and / or repeated and which makes a person feel uncomfortable or fearful
• Bullying / Harassment behaviour can be physical, verbal (including electronic), psychological or social / relational.
• Bullying / Harassment includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, excluded, angry or afraid.
• Bullying / Harassment can occur at school, outside of school on school business (such as excursions or workplaces for VWork Experience) or at other schools or learning sites.
# Bullying & Harassment – Scenario/Consequence Chart

## Step One

<table>
<thead>
<tr>
<th>WHAT CAN I DO?</th>
<th>IF I NEED HELP…</th>
<th>THEY WILL</th>
</tr>
</thead>
</table>
| As this is happening to me, I can choose to:  
  • Ignore it and / or  
  • Show it doesn’t upset me and or  
  • Ask them to stop and/or  
  • Tell them how I feel and/or  
  • Tell them that the behaviour is unwanted and illegal | I can go to a teacher, parent, caregiver, trusted adult or counsellor and:  
  • Talk openly about the problem  
  • Make a plan with them to deal with the issue. | • Record the reported harassment  
  • Document any form of action to be taken.  
  This may include:  
  Support — Counselling / Mediation  
  Sanctions — Verbal warning |

## No Resolution

## Step Two

| This is not OK and I should now seek further action through:  
  Year Level Manager, AP or Student Counsellor | They will:  
  • Record and Investigate reported harassment  
  • Document any further action.  
  This may include:  
  Support — Counselling / Mediation  
  Sanctions — Duty or Detention  
  Parent/caregiver information |

## No Resolution

## Step Three

| This is a big problem and I need to go to:  
  Year Level Managers, AP, Counsellor or Principal. I may take a support person (teacher, peer, parent/caregiver). | They will:  
  • Consider all steps that have been taken so far.  
  • Document any further action.  
  This may include:  
  Support — Counselling  
  Sanctions — Suspension, Exclusion or referral to outside authorities, Police etc. |