

# Anti-Harassment, Anti-Bullying & Anti-Violence Policy



## Caritas et Dignitas

The College motto *Caritas et Dignitas (Love and Dignity)* is based on the Gospel teachings of Jesus, calling upon each of us to love your neighbour as yourself. Luke 10:25–28.

Harassment, bullying and violence are contrary to our Gospel values.

## Definitions

**Harassment:** any inappropriate behaviour that may or may not be repeated and which causes a person to feel victimised, offended, humiliated, undermined or threatened in any way.

**Bullying:** a form of harassment, where there is deliberate ill-treatment of an individual by one or more other persons. The hurtful treatment is typically persistent and involves an imbalance of power.

**Violence:** physical assault.

**This policy document is to be read in conjunction with the College’s Anti-Sexual Harassment Policy.**

Harassment and bullying can include one or more of the following examples:

### Verbal (most common):

- Name calling
- Put downs
- Swearing at someone
- Racist or sexist comments
- Threats

### Psychological/Emotional:

- Telling you to do something you don’t want to
- Extortion – making someone give you something e.g. money for lunch
- Isolation – ignoring or excluding someone

### Physical:

- Punching
- Kicking
- Pushing
- Spitting
- Hitting
- Tripping
- Fighting
- Rude gestures

### Technological:

- Misuse of phone SMS messaging
- Misuse of electronic mail (email)
- Misuse of messaging in chatrooms (e.g. MSN, etc.) and social networking sites (e.g. Facebook, Formspring, etc.)
- Misuse of blogs

RIGHTS	RESPONSIBILITIES
Everyone has: <ul style="list-style-type: none"> <li>• the RIGHT to FEEL SAFE physically and emotionally</li> <li>• the RIGHT to SAY ‘NO’ to anything that is compromising one’s feeling of safety</li> <li>• the RIGHT to ASK FOR HELP</li> </ul>	Everyone has: <ul style="list-style-type: none"> <li>• the RESPONSIBILITY to ASSURE THE SAFETY OF OTHERS</li> <li>• the RESPONSIBILITY to BACK OFF if someone says ‘NO’ or ‘STOP’</li> <li>• the RESPONSIBILITY to PROVIDE HELP or to GET HELP if you see someone needing it</li> </ul>

## Saying ‘NO’ to harassment and bullying

If someone gives you a hard time and ignoring it doesn’t work, then saying ‘NO’ is really important.

Stay Calm – Avoid retaliation. Instead, do these 3 simple steps:

- Step I Look at the person in the eye.
- Step II Call the person by his or her name.
- Step III In a firm, clear voice, tell him/her to “Stop” the unwanted behaviour.

REMEMBER: You have a right to ask for help from an adult if your own attempts are not working.



## The point where harassment is clearly present (beyond any reasonable doubt)

If you say 'NO' or 'STOP' to someone who is giving you a hard time and the words or behaviour continue anyway, then harassment is clearly present beyond any reasonable doubt.

It is really important to say 'NO' or 'STOP' to the harasser and it is really important, if someone says 'NO' or 'STOP' to you, that you stop immediately. Otherwise, you are guilty of harassment. It is against the law in South Australia and Australia to harass or bully.

## Asking for HELP

- It is important to tell someone if you are being harassed or bullied. It is important to help others who are being harassed or bullied.
- Ask for help from someone you trust (e.g. Home Group Teacher, Year Level Coordinator, Student Counsellor). Your Student Counsellors are trained in dealing with issues of harassment and bullying.
- Let your friends know what is happening.
- Asking for help is exercising your right to safety.

## Where else can I get help?

- Tell your parents.
- Speak to any trusted adult.
- Speak to any teacher with whom you have a good relationship.
- Talk to a Peer Support Leader.
- Write a note addressed to a trusted adult, and hand it into the Front Office.
- Write an email to the College counsellor.
- or contact: Kids Helpline: 1800 551 800 or visit [www.bullying.com.au](http://www.bullying.com.au).

## Will things get worse if I tell?

- Silence gives harassers and bullies the power to continue.
- Speaking up enables the problem to be addressed and for the harassment or bullying to stop.
- Asking for help is not 'dobbing'. There is no intention by the victim to get anyone into trouble. The victim just wants the right to be free from the harassment or bullying.

## What will happen if I ask for help? (the Student Counsellor's approach)

- You will be listened to. We will take seriously what you are saying.
- You will be invited, if you wish, to have another student be with you as a support person.
- You will be able to select, from a range of options, how best to respond to the problem.

## How the College Responds

Most issues of low to medium level harassment and bullying can be successfully resolved in a non-punitive restorative manner if those affected seek help early. ASK FOR HELP. For incidents involving violence and for incidents of harassment and bullying that are more serious, our College will respond as follows:

### General Responses

The range of responses to harassment, bullying and/or violence will take into account the nature of the incident, the circumstances of the student(s) involved, including age and developmental considerations, and the needs and safety of others in the College.

### Specific Responses

Some or all of the following actions will occur:

- Assessment of the immediate health status of the student(s) and the seeking of medical assistance, if required.
- Confiscation and identification of any implement.
- Preliminary investigation to establish the facts.
- Formal interview with student(s) involved.
- Informing parents/guardians of student(s) involved and/or meeting with them.
- Contacting the Police Liaison Officer.

## Range of Consequences

A breach of expectations will incur some or all of the following:

- Referral of the matter for counselling. This could have the outcome of no further action if a mutually satisfactory resolution is reached.
- Loss of privileges in the yard e.g. isolation during recess/lunch.
- Detention for an appropriate time relevant to the breach.
- Placement upon a contract between student and the College; this contract may require attendance at follow-up counselling sessions.
- Suspension (internal or external).
- Expulsion or negotiated transfer of the student.