



Definition:

Harassment, including sexual harassment and bullying, is the exertion of power by one person over another which makes the other person feel embarrassed, deliberately excluded, offended, upset, devalued, degraded, afraid, frustrated or angry. It is behaviour that is unwelcome, unreciprocated, uninvited and usually repeated. It is behaviour that breaches proper and professional conduct.

Rationale:

Everyone has the basic human right to be treated with dignity and respect, free from any form of discrimination of any kind, such as race, colour, gender language, religion, political or other opinion, national or social origin, property, birth or other status. Any distinctions that detract from this right are unacceptable. As educators, we have a dual responsibility to provide teaching and learning environments that are free from any form of harassment and to encourage students to develop attitudes and skills that discourage, challenge and report harassment in all its forms.

Aims:

- To provide a fair and supportive environment free from all forms of harassment, treating everyone with dignity and respect, ensuring physical and emotional safety for all.

Implementation:

- All staff will be made aware of the legislative requirements relating to harassment.
- All staff will complete 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 College’s approach to harassment and will be provided with information relating to their rights and responsibilities.
- School-level protocols (e.g. grievance procedures) 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 other colleagues, parents or students – all such issues must be reported to the College Principal or the designated harassment officers.
- 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/reports 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 students to develop attitudes and skills that discourage, challenge, counter-act and report harassing practices.
- All employees will abide by the College Code of Conduct Policy.

Please refer to the following CESA Procedure [Discrimination, Bullying & Harassment Procedure](#)

Policy Title	Discriminating, Bullying & Harassment Policy
Ratified by Executive and College Council	February 2019
Policy due for review	February 2022

