



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 Work Experience) or at other schools or learning sites.



Government of South Australia
Department of Education and
Children's Services



BULLYING & HARASSMENT – SCENARIO/CONSEQUENCE CHART

STEP ONE		
WHAT CAN I DO?	IF I NEED HELP...	THEY WILL
<p>As this is happening to me, I can choose to:</p> <ul style="list-style-type: none"> • 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 	<p>I can go to a teacher, parent, caregiver, trusted adult or counsellor and:</p> <ul style="list-style-type: none"> • Talk openly about the problem • Make a plan with them to deal with the issue. 	<ul style="list-style-type: none"> • Record the reported harassment • Document any form of action to be taken. <p>This may include :</p> <p>Support — Counselling / Mediation Sanctions — Verbal warning</p>

NO RESOLUTION

STEP TWO	
<p>This is not OK and I should now seek further action through : Year Level Manager, AP or Student Counsellor</p>	<p>They will:</p> <ul style="list-style-type: none"> • Record and Investigate reported harassment • Document any further action. <p>This may include:</p> <p>Support — Counselling / Mediation Sanctions — Duty or Detention Parent/caregiver information</p>

NO RESOLUTION

STEP THREE	
<p>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).</p>	<p>They will:</p> <ul style="list-style-type: none"> • Consider all steps that have been taken so far. • Document any further action. <p>This may include:</p> <p>Support — Counselling Sanctions — Suspension, Exclusion or referral to outside authorities, Police etc.</p>



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