



# 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**

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Child Development



## 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"> <li>• Ignore it and /or</li> <li>• Show it doesn't upset me and or</li> <li>• Ask them to stop and/or</li> <li>• Tell them how I feel and/or</li> <li>• Tell them that the behaviour is unwanted and illegal</li> </ul>	<p>I can go to a teacher, parent, caregiver, trusted adult or counsellor and:</p> <ul style="list-style-type: none"> <li>• Talk openly about the problem</li> <li>• Make a plan with them to deal with the issue.</li> </ul>	<ul style="list-style-type: none"> <li>• Record the reported harassment</li> <li>• Document any form of action to be taken.</li> </ul> <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 :</p> <p>Year Level Manager, AP or Student Counsellor</p>	<p>They will:</p> <ul style="list-style-type: none"> <li>• Record and Investigate reported harassment</li> <li>• Document any further action.</li> </ul> <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"> <li>• Consider all steps that have been taken so far.</li> <li>• Document any further action.</li> </ul> <p>This may include:</p> <p>Support — Counselling Sanctions — Suspension, Exclusion or referral to outside authorities, Police etc.</p>



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