



ALBANY RISE PRIMARY SCHOOL

Anti-Harassment Policy

RATIFIED BY SCHOOL COUNCIL: 19th September 2018

REVIEW DATE: 2021

DEFINITION:

Harassment is the exertion of power by one person over another – often presenting as bullying type behaviour – which makes another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated, uninvited and usually repeated. It is behaviour that breaches proper and professional conduct. Harassment is different from bullying, in that it is based on a person's race, gender, colour, sex, age or specific 'group'.

PURPOSE

Harassment in any form is unacceptable. As educators, we have a responsibility to:

- 1.1 Provide teaching and learning environments that are free from harassment, and that encourage students to develop attitudes and skills that discourage, challenge and report harassment in all forms.
- 1.2 Provide a fair and supportive environment free from all forms of harassment, which promotes personal respect, as well as providing physical and emotional safety for all.

GUIDELINES:

This policy reflects the protocols and practise outlined in our whole school child safe standards policy.

- 2.1 All staff will be made aware of the legislative requirements relating to harassment.
- 2.2 All staff will complete DE&T online Workplace Discrimination & Sexual Harassment training as per OHS schedule.
- 2.3 Professional development relating to harassment will be provided for all staff through online training, who in turn will model and practice appropriate behaviour.
- 2.4 Staff, students and members of the school community will be familiar with the school's approach to harassment and will be provided with information relating to their rights and responsibilities and the school Statement of Values.
- 2.5 School-level protocols and policies for resolving issues or complaints will be developed and well publicised.
- 2.6 Staff members will not allow themselves or their colleagues to be subjected to harassment from parents or students – all such issues must be immediately reported to the Principal.
- 2.7 Unresolved school-level issues may be referred by the Principal, or the parties involved, to the appropriate authorities.
- 2.8 Harassment by students will attract consequences consistent with our school Engagement, Wellbeing and Inclusion policy.
- 2.9 All claims of harassment will be treated confidentially, documented, and promptly and constructively addressed.
- 2.10 The rights and sensitivities of all individuals will be protected.
- 2.11 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.

References:

<http://www.education.vic.gov.au/school/principals/management/Pages/occviolence.aspx>

School based resources:

- ARPS Cyber-Safety policy
- ARPS Student Engagement, Wellbeing and Inclusion policy
- ARPS Anti-Bullying Policy

Principal: _____

School Council President: _____

Date ratified by School Council:

19th September 2018

To be reviewed:

2021 _____