



Student Behaviour Management Anti-Harassment Policy

FISO: Positive Climate for Learning

Name: _____

*Harassment is the **exertion of power** by one person over another. It often presents as **bullying 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 in any form is unacceptable. As an educational institution, we have a responsibility to provide teaching and learning environments that are free from harassment for staff and students, and which encourages students to develop attitudes and skills that discourage, challenge and report harassment in all forms.

Harassment occurs when one or more people abuse the power that they have to hurt, embarrass or humiliate others. This hurtful behaviour may be repeated over time.

When a person is harassed, they can be negatively affected by:

- feelings of anger, embarrassment, loss of self-confidence or humiliation
- not wanting to come to school
- becoming depressed
- experiencing thoughts of self-harm or suicide

Examples of behaviours that could constitute harassment are:

- threatening a person
- working with a gang or group in order to frighten, embarrass or humiliate a person
- hitting, punching, pushing or employing other unwanted aggressive physical contact against another person
- hiding or destroying a person's property
- making rude or unpleasant notes or drawings about another person
- name calling or other put downs
- racially offensive insults
- deliberate and hurtful exclusion of others from groups
- spreading rumors about another person or their family
- cyber bullying (using snapchat, tiktok, other social networking services, email, text messages etcetera to bully or harass)
- filming or taking photos of people without their consent

Examples of what could constitute sexual harassment are:

- unwanted touching or brushing up against another person
- calling another person rude names or making sexually suggestive comments or gestures
- commenting on the size or shape of another's body
- sexually oriented comments
- comments about another's sexual preference or alleged sexual behaviours
- displaying or passing on sexually graphic material

What harassment is not

Many distressing behaviours are not examples of harassment even though they are unpleasant and often require teacher intervention and management.

- **Mutual conflict:** involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

Yarram Secondary College aims to provide a fair and supportive environment free from all forms of harassment, that promotes personal respect, as well as providing physical and emotional safety for all.

Implementation:

- All staff **must make themselves** aware of the legislative requirements relating to harassment.
- 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.
- School-level protocols 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 parents or students – all such issues must be immediately reported to the principal.
- 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 Behaviour Management Anti-Harassment Policy.
- All claims of harassment will be treated confidentially, documented, and promptly and constructively addressed.
- The rights and sensitivities of all individuals will be protected.

PROCEDURE FOR DEALING WITH HARASSMENT

Level 1:

- When an investigation of the incident finds that harassment has occurred, but is considered ‘low level harassment’, the perpetrator will be placed on Level 1 of the anti-harassment policy.
- Consequences will be determined based on each incident. These may include: learning lunch; afterschool detention; or suspension.
- Counselling/discussion with Wellbeing/ Year Level Coordinator/ Sub-school Leader as needed.
- The incident will be recorded on Compass and parents informed.

Depending on the context of each incident, students may be placed on Level 1 for multiple incidents. Moving between levels is at the discretion of leadership.

Level 2:

- When an investigation of the incident finds that harassment has occurred and is ongoing or considered ‘high level harassment’, the perpetrator will be placed on Level 2 of the anti-harassment policy.
- Consequences will be determined based on each incident. These may include: in-school suspension; re-set program at Devon North campus; external suspension; modified program to allow a safety plan to be enacted. Again, this can be moderated depending on the severity.
- Incident and consequences recorded on Compass.
- Phone contact made with parents, informing them of the incident and a meeting arranged. The student may not be allowed back at school until this meeting has taken place.

After the consequence:

- A return to school meeting will be held to discuss the strategies the student will use to prevent further incidents. This meeting will have the Year Level Coordinator or Sub-school Leader, the Wellbeing Coordinator and a parent.

Depending on the context of each incident, students may be placed on Level 2 for multiple incidents. Moving between levels is at the discretion of leadership.

Level 3:

- When an investigation of the incident finds that harassment has occurred and is ongoing, has intent to harm or is considered ‘extreme harassment’, the perpetrator will be placed on Level 3 of the anti-harassment policy.
- Consequences will be determined based on each incident. These may include: re-set program at Devon North campus; multi-day external suspension; modified program with a safety plan. Again, this can be moderated depending on the severity.
- Incident and consequences recorded on Compass.
- Phone contact made with parents, informing them of the incident and a meeting arranged. The student will not be allowed back at school until this meeting has taken place.

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