



Harassment

RATIONALE, PROCEDURE & GUIDELINES

WE BELIEVE

- + That God has made us all equal in human dignity and in our potential for friendship and for good
- + That Christian beliefs must be put into practice in our relationships with each other and show respect for the dignity of individuals
- + That we have the RIGHT to feel safe and comfortable at school
- + That we have the RESPONSIBILITY to keep ourselves and our learning environment safe
- + That we have the RESPONSIBILITY to show respect for ourselves, for others and for property.

ST DOMINIC'S PRIORY COLLEGE IS A SCHOOL COMMUNITY WHICH VALUES:

- + Every person's self-worth
- + Friendship and mutual respect among all of its members
- + The dignity of each individual
- + Teaching the truth, by word and example

Any form of harassment or victimisation is against our values and the College is therefore committed to providing an environment where all members of the community feel safe and valued.

WHAT IS HARASSMENT?

Harassment is behaviour which is unwelcome and often repeated. It can be the result of a person/group acting in an offensive way towards another person or group of people. This can be verbal, physical or emotional, where a person/group could feel offended, intimidated or humiliated. Harassment can involve sexual harassment, racial discrimination, victimisation/bullying or cyber-victimisation/cyber-bullying.

SEXUAL HARASSMENT

Under the *Commonwealth Sex Discrimination Act (1984)* and under the *SA Equal Opportunity Act*, it is clearly stated that Sexual Harassment is unlawful. Some examples include;

- + Touching or brushing against you when you've asked a person to stop
- + Whistling, unwelcome staring, gesturing or making comments about one's body
- + Telling offensive jokes or showing offensive/ sexually explicit reading matter
- + Making comments about your sexuality.

VICTIMISATION / BULLYING

Some examples include;

- + Physical – hitting, pushing, threatening, spitting, physical assault
- + Hiding, damaging, destroying or stealing work or belongings
- + Verbal – name calling, putting you down, teasing
- + Offensive gestures, pulling faces, writing unpleasant or threatening notes
- + Subtle behaviour that targets another, such as exclusion and spreading rumours
- + Talking about a person so they can hear
- + Pretending to be friendly while undermining the person.



CYBER VICTIMISATION / BULLYING

Cyber bullying or victimisation can be a crime under either South Australian or national law. This is when victimisation/bullying is carried out online or through any electronic device or smart watch. Some examples include;

- + Using SMS, email or social networking sites to harass or abuse someone
- + Using Artificial Intelligence to manipulate an image, audio or video recording of a person, and distributing
- + Posting information about people on the Internet without consent
- + Sending on information about a third party, without their consent, which could defame their character
- + Sending inappropriate or threatening messages
- + Constant and unwanted nuisance telephone calls or messages
- + Accessing another person's online account without permission
- + Encouraging suicide.

RACIAL DISCRIMINATION

Some examples include;

- + Making degrading comments or gestures about culture, nationality, country of origin, skin colour, background, or any other related beliefs
- + Calling you names because of your race
- + Telling offensive jokes or showing offensive material
- + Deliberately excluding you because of your race.

STUDENTS ARE RESPONSIBLE FOR THEIR INDIVIDUAL ACTIONS AND BEHAVIOURS

Some of the acceptable choices a victim of harassment is encouraged to take can include;

- + Not retaliating by counter harassing the individual or group in question
- + Ignoring the harasser where the unacceptable behaviour is monitored and may stop
- + Confronting the harasser (if comfortable and safe to do so) and telling them to stop the unacceptable behaviour
- + Talking with their Class Teacher, Year Level Coordinator/Director of the Junior School, Student Counsellor, or a teacher, with whom they feel comfortable with
- + Talking to a friend, an older student, family member or parent/guardian, whom they know and trust
- + Reaching out to certified online support services
- + If online, blocking the harassment and reporting it formally, through the provider of the online platform being used
- + Formally reporting the harassment to a member of staff at the College for explicit follow-up.

ST DOMINIC'S PRIORY COLLEGE'S RESPONSIBILITY

All reported incidents of harassment will be dealt with. The College will deal very seriously with those who retaliate against a person for reporting harassment. Consequences of harassment may include but are not limited to; counselling, consultation with families, suspension and even expulsion (depending on the severity of the report).



Procedure

WHEN DEALING WITH A HARASSMENT CLAIM

STEP 1: INCIDENTS ARE DEALT WITH DIRECTLY (OR INDIRECTLY) + HARASSMENT STOPS

Indirectly

- + Ignored and monitored and the unwanted behaviour stops of own accord
 - no further action

Directly

- + Asked to stop by victim and does so
 - no further action

STEP 2: HARASSMENT DOES NOT STOP + ACTION (INFORMAL / FORMAL) IS TAKEN

Informal Report

- + Individual harasser or group may be contacted or interviewed by staff member
- + Documentation noted in SEQTA.
 - {Harassment stops} no further action

Formal Report

- + Individual harasser or group will be contacted and interviewed by staff member
- + Parents / Guardians contacted and informed
- + Documentation noted in SEQTA
- + May result in mediation, counselling and or disciplinary action.
 - {Harassment stops} no further action

STEP 3: HARASSMENT CONTINUES AFTER STEP 2 ABOVE

Immediate disciplinary action

- + Parents / Guardians contacted
- + Meeting with Principal or Delegate
- + Documentation noted in SEQTA and in student file.



Child Protection

CHECKLIST AND CONTACTS

We all have a right to be safe and we can help ourselves to be safe by talking to the people we trust.

Students should seek help immediately if they find themselves or others in a risky situation. This refers to when a young person might pose a risk to themselves, or when other/s might pose a risk to young people.

TRUST - *Your Gut Instinct*

TALK - *To Someone You Trust*

TAKE CONTROL - *Deciding to Take Some Action*

In class each year, students will be directed to prepare a list of the names and phone numbers of people they can contact if they need to. These might include:

- + A Parent / Guardian
- + A Teacher
- + A Family Member
- + A Friend

Support Services

IF YOU OR SOMEONE YOU KNOW NEEDS ASSISTANCE

- | | |
|--|---|
| <ul style="list-style-type: none"> + BEYOND BLUE
beyondblue.org.au
1300 224 636 | <ul style="list-style-type: none"> + 1800 RESPECT
1800respect.org.au
1800 737 732 |
| <ul style="list-style-type: none"> + CONVERSATIONS MATTER
conversationsmatter.com.au | <ul style="list-style-type: none"> + REACH OUT
au.reachout.com |
| <ul style="list-style-type: none"> + HEADSPACE
headspace.org.au
1800 650 890 | <ul style="list-style-type: none"> + SANE AUSTRALIA
sane.org
1800 18 7263 |
| <ul style="list-style-type: none"> + KIDS HELP LINE
kidshelpline.com.au
1800 551 800 | <ul style="list-style-type: none"> + SUICIDE CALL BACK SERVICE
1300 659 467 |
| <ul style="list-style-type: none"> + LIFELINE
lifeline.org.au
13 11 14 | <ul style="list-style-type: none"> + YARROW PLACE
wchn.sa.gov.au/our-network/yarrow-place
1800 817 421 |