



DARAMALAN COLLEGE

ANTI-HARASSMENT POLICY

Related Policies

Hands off Policy

Pastoral Care Framework

Student Electronic Devices Policy

Rationale

Daramalan College exists to proclaim and witness the love of God, and to make the gospel values real in the lives of young people and their families. The gospel values that characterise the approach to pastoral care at Daramalan are love, compassion, and respect for every individual.

All students have the right to come to school to learn and to feel safe. When this is not the case they have the right to report this to the school and expect help.

Policy

Harassment and bullying behaviour of any kind will not be tolerated. Reported incidents of bullying and/or harassment will be treated seriously and investigated impartially and promptly.

Confidentiality will be maintained when applicable to the given situation. Appropriate action will be taken when found to be necessary.

Guidelines

In the spirit of the Missionaries of the Sacred Heart, we will work to produce a climate at Daramalan where each individual is valued. This process can be affected through a curriculum which stresses social justice, a pastoral care system which cares for the needs of the individual, year camps and retreats and positive interaction between members of the Daramalan community.

Definition

"Harassment occurs where a person or persons demonstrate a type of threatening or oppressive behaviour which is to the detriment of the well-being of another individual or group."

This behaviour is unwanted, unwelcome, unsolicited and persistent. It is the effect of this behaviour which makes harassment unacceptable.

Harassment can include such behaviours as:

Exclusion: deliberate isolation of an individual from a group with the intent to cause hurt

Physical: aggressive pushing, punching, fighting, or stand over tactics

Psychological: interference with personal property, denigration or mental hurt

Sexual: commenting on sexual preference, body image, sexually explicit name calling, asking personal questions, making sexually explicit drawings designed to offend or insult and inappropriate touching

Verbal: name calling, racial vilification, crude language, slander, making derogatory comments directly or indirectly

Victimisation: threatening behaviour where individuals or groups try to dominate others

Cyber Bullying: sending cruel and/or offensive messages via any form of electronic device, taking inappropriate pictures, sending inappropriate pictures or messages, threatening people on line or inappropriate messaging

Visual: inappropriate gestures, offensive notes or graffiti and damage to personal property

Procedures and Responsibilities

The House Coordinator or Pastoral Care Advisor will:

- investigate every incident of bullying
- intervene to prevent the continuation of bullying
- discuss options with students to help modify this behaviour
- encourage and protect those who support students who have been bullied and those who report incidents of bullying
- support a target's recovery from bullying by the use of mediation and restorative justice
- conduct follow up interviews with students.

The staff will:

- treat all incidents and complaints of bullying seriously
- be vigilant in looking for incidents of bullying
- be aware of changes in student behaviour which might indicate that harassment is taking place
- report all bullying incidents, or concerns about bullying incidents, to the appropriate HCO/PCA after discussion with and consent of the student.

Daramalan College as a whole will educate students to:

- understand the difference between “dobbing” and acting against injustice and cruelty - a person is entitled to stand up for themselves and for others
- understand their responsibility as members of a community to support each other against injustice and cruelty
- develop mechanisms that encourage students and parents to inform the College about bullying concerns
- ensure students who report harassment are supported for their actions and are protected from retribution
- actively work to promote an ethos that supports our Mission Statement, our Academic Care Charter and this policy.

Consequences

There are clearly defined school consequences and laws relating to harassment and bullying. Furthermore, students who engage in harassment or bullying must understand that there are even more serious consequences for retribution against a student who has reported an incident.

Minor Acts of Harassment (verbal abuse, exclusion and malicious pushing and shoving)

The harasser is interviewed by the HCO/PCA about the incident. The target will also be interviewed (at a different time) at each step.

The incident will be recorded with the HCO/PCA. A formal warning will occur.

For A Repeated Act of Minor Harassment

1. The harasser is interviewed by the HCO/PCA about the incident. The APPC will be informed by the HCO/PCA. The victim will also be interviewed. Counselling will be offered. The student who harasses will enter into discussion about options available to help modify this behaviour and parents will be informed. The victim will also be offered counselling.

2. For further acts of harassment, the harasser will be interviewed by the HCO/PCA and APPC. She/he will undertake counselling and subject to the victim’s approval, attend a Restorative Justice Session. The victim will also be offered counselling and other avenues of support.

High School students may be suspended and will go on to Level 1 Behaviour Support. Senior students may be suspended and be placed on a contract. Parents need to meet with the APPC and HCO/PCA before the student is allowed back to classes.

3. If the student has again repeated harassing, an interview will be conducted with the HCO/PCA and APPC.

The student may also be suspended and move on to Probation. This is the case for all students. The student's parents need to arrange an interview with Principal, APPC, HCO/PCA before the student is allowed back to classes.

An agreement will be made between the student and the school. Parents, school counsellors, HCO/PCA and APPC may all be involved.

4. If the student harasses again, the student's enrolment may be withdrawn to ensure the safety and protection of other students at the school.

Major Acts of Harassment (serious verbal and physical abuse, sexual harassment, racial vilification, cyber bullying and organized group harassment)

1. If this is the first time the student has harassed, an interview will be conducted by the HCO/PCA and APPC. The victim will also be interviewed (at a different time) at each step.

The student may be suspended and be put on Level 2 Behaviour Support.

The student's parents will be required to meet with the Principal, and/or APPC, and/or HCO/PCA before the student returns to classes.

A Restorative Justice Session may be arranged, subject to the victim's approval.

2. If this is not the first time an act of harassment has taken place (a minor offence before) the student will be interviewed by the HCO/ PCA and APC. The student may be suspended. The student's parents will be required to arrange an interview with the Principal, and/or APPC, and/or HCO/PCA before the student is permitted to return to classes. The student may move on to Level 2 Behaviour Support.
3. If the student's next harassment incident occurs under either points 1 or 2, the student will be suspended from school and be put on Probation. The student will be interviewed by the HCO/PCA and APPC. The student's parents will be required to arrange an interview with the Principal, APPC, HCO/PCA before the student is permitted back to classes. A formal agreement will be made between the student and the school. Parents, school counsellors, HCO/PCA and APPC may all be involved.
4. If the student harasses again, the student's enrolment may be withdrawn to ensure the safety and protection of the other students at school.

Approved by:	College Executive
Contact Staff Member:	Assistant Principals Pastoral Care
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