



S^tPATRICK'S
Technical College



SACE ■ TRAINING ■ APPRENTICESHIPS

Policies & Procedures 5.5

Anti-harassment / Anti-bullying

Version 8: 29 November 2013
Ratified by Board of Directors: Feb 2014
Review Date: Feb 2017





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INTRODUCTION

St Patrick's Technical College is committed to providing an environment in which students feel safe. Feeling safe means students are at ease and comfortable in their surroundings, protected from harassment, bullying and discrimination while attending the College, registered training organisations or work sites associated with their training.

DEFINITIONS

Bullying and Harassment is behaviour that is repeated, systematic and is directed at an individual that a reasonable person, having regard to circumstances, would expect to victimise, humiliate, undermine or threaten and which creates a risk to health and safety.

Discrimination is unjust and unequal behaviour based on race, age, physical and intellectual impairment, sexuality, sex, pregnancy, marital status, sexual harassment and victimisation

Examples of bullying, harassment and discrimination may include:

- being treated differently to others based on the aspects listed above
- threatening or causing fear
- fighting
- insulting
- sexual harassment
- name calling
- unpleasant jokes
- showing offensive material
- cyber bullying i.e. transmitting offensive or inappropriate information via computer social networking pages e.g. facebook, U-tube, etc.
- sending offensive text messages, and/or emails
- spreading rumours about a person
- ridiculing a person and/or their sexuality
- deliberately isolating a person

Bullying, Harassment and Discrimination can result in:

- feelings of being embarrassed, unhappy, frightened, unsafe, lonely, angry or physically ill
- an inability to concentrate, work or sleep
- a loss of self-esteem
- a deterioration in relationships with staff, family and friends
- confusion and an inability to know what to do about the problem
- an unwillingness attend school or work placements



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EARLY INTERVENTION

It is important to identify and take action on any bullying, harassment and discrimination that occurs at the College or at a work placement facility at an early stage. Failure to notify empowers the perpetrator to continue the offensive action thereby compounding and exasperating the problem.

Every student therefore has a responsibility to report any incident of harassment and/or bullying as soon as it occurs to a teacher or staff member. Teachers and/or staff are to take immediate steps to ensure the harassment and/or bullying stops and any conflict is resolved. Failure to do so will almost certainly be considered to be a breach of our 'Duty of Care responsibilities under Occupational Health Safety and Welfare, law.

Additionally, discrimination that is not addressed may breach the *Australian Human Rights Commission Act 1986* and associated Commonwealth Acts and / or the *South Australian Equal Opportunity Act 1984*.

Parents should notify the College as soon as they become aware of any bullying, harassment or and or discrimination that has taken place to enable appropriate action to be taken.

NOTIFICATION AND ACTION

Mandatory notification

All registered teachers and staff members are obliged by law to report physical, sexual or emotional abuse of young people who are less than 18 years old.

Who to see

Your Pastoral Care Teacher/Mentor, Student Counsellor, Vocational & Careers Counsellor, Education & Training Manger, or relevant contact person at TAFE SA, Registered Training Organisation (RTO) or in your place of employment can help you.

Possible consequences

Inevitably there are occasions when students do not play their part in providing a safe environment and discrimination free environment. Mediation meetings with the Student Counsellor, Education and Training Manager or Principal or relevant contact person at your place of employment, TAFE SA or RTO are the favoured means of encouraging suitable behaviour.

Ongoing or serious bullying, harassment, or discrimination could result in suspension or being asked to leave the College. In some more serious cases police may be notified.

What can you do about harassment or bullying?

Appendix 1 - Bullying, Harassment or Discrimination Options, outlines the steps that should be taken if confronted with a bullying, harassment or discrimination situation.



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RELATED POLICIES

- *5.1 – Pastoral Care*
- *5.2 – Behaviour Management*
- *5.4 - Duty of Care / Health, Safety and Welfare*
- *5.11 - Student Code of Conduct*

REFERENCES

- *Australian Human Rights Commission Act 1986 and associated Commonwealth Acts*
- *Work Health and Safety (WHS) Act 2012*
- *South Australian Equal Opportunity Act 1984*



BULLYING, HARASSMENT OR DISCRIMINATION OPTIONS

