



BULLYING AND ANTI-HARRASSMENT POLICY

WHAT IS HARRASSMENT?

Harassment occurs through the misuse of power. It may involve repeated verbal or physical attacks on a person by another person or group, this includes but is not limited to attacks based on race, national origin, marital status, sex, sexual orientation, gender identity, religion or disability.

WHAT IS BULLYING?

Bullying is unreasonable behaviour that is intimidating, threatening or humiliating and repeated over time or occurring as part of a pattern of behaviour. Bullying can be physical, verbal or indirect, and creates an unfriendly, threatening or offensive environment. Cyberbullying refers to bullying through information and communication technologies.

Harassment and bullying will not be tolerated at Wild Cherry School; all people within our school community or entering our school community will behave in accordance with the principles of Human Rights and Equal opportunity.

- In the event of an act of harassment occurring, teachers/school members should intervene immediately to stop the harassment.
- If appropriate the situation should be dealt with in line with the Behaviour Management Policy.
- If the matter is of a much more serious nature the school (College of Teachers, Education Leader or Administration Leader) will support complainants to report the incident or seek advice from the relevant authority. The Board of Governors will be advised of a serious complaint.
- The College of Teachers will respond promptly and sensitively to all situations where inappropriate behaviour is exhibited or alleged to have occurred.

RELEVANT AUTHORITIES

Equal Opportunity Commission of Victoria- the Equal Opportunity Commission is responsible for investigating and resolving formal complaints of discrimination and harassment under the Equal Opportunity Act 1995. They can also give advice about options for handling a complaint.

Victoria Police- Complainants will be strongly encouraged to report incidents that may constitute a criminal offence to the Victoria Police. Incidences that may constitute a criminal offence and should be reported to the Victoria Police include: physical assault, death threats, stalking etc.

The police investigation will involve the Police taking a statement from the complainant, interviewing any available witnesses, collecting any other available evidence and interviewing the alleged offender. Criminal charges are laid when sufficient evidence is available to take the complaint to court.

WorkSafe Victoria

WorkSafe Victoria is the manager of Victoria's workplace safety system. They can offer general advice regarding the resolution of bullying complaints and occupational violence in the workplace.

Australian Council of Trade Unions (ACTU) Bullying Hotline

The ACTU is the Australia's peak Union body and provides workplace and industrial advice to employees including union and non-union members through an advice hotline. Advice regarding bullying in the workplace can be obtained by contacting the ACTU employee advice hotline on 1300 362 223