**WHAT STUDENTS CAN DO**

1. Respect and value other students, staff and members of the school community.
2. Not bully and harass other students or teachers.
3. Be compassionate and empathetic. Understand the effects of racism, sexual harassment and bullying on individuals and groups within our society.
4. Develop appropriate skills and behaviours in communicating and working effectively with people from a variety of backgrounds.
5. Take responsibility for their own behaviours – tell the person or people who are harassing them to STOP.
6. If harassment continues approach a class teacher, other trusted teacher, SSO, Counsellor or Year Level Coordinator.
7. Talk to parents or caregivers.

**WHAT PARENTS CAN DO**

Remind your child that they are a worthwhile and highly valued individual and assist them in maintaining positive self worth.

Discuss positive strategies rather than getting even.

Advise your child to tell a trusted teacher. Watch for signs of distress and behavioural changes in your child such as:

- Unwillingness to attend school
- A pattern of headaches or stomach aches
- Personal items or equipment that have gone missing.
- Damage to clothing or bruising

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**FORMS OF BULLYING & HARASSMENT**

**SEXUAL HARASSMENT**
- Unwanted touching or deliberately brushing against someone, calling you rude names, ridiculing, leering, wolf whistling or making sexual comments.

**RACIST HARASSMENT**
- Put down remarks about your physical appearance or culture, making fun of your accent, telling racist jokes or writing racist graffiti, using racially derogatory language or paraphernalia.

**BULLYING**
- Name calling, put downs, jokes and comments, unfair criticism & rumour spreading, verbal or physical threats, hitting, pushing or punching, demanding money or possessions, staring or glaring.

**CYBER-BULLYING**
- Using email, voice or text messages to threaten or abuse others - prank phone calls, sending inappropriate images, vandalising images and walls on social networking sites.

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**THE ONLY WAY WE CAN COMPLETELY REMOVE BULLYING/HARASSMENT FROM OUR ENVIRONMENT IS IF YOU CHOOSE NOT TO DO IT.**

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**SUPPORT**

If harassment continues, parents and students can contact:

1. HOMEGROUP TEACHER
2. SUBJECT TEACHER
3. STUDENT COUNSELLORS
4. YEAR LEVEL COORDINATORS
5. ABORIGINAL EDUCATION TEAM
6. CHRISTIAN PASTORAL SUPPORT WORKER
7. SENIOR LEADER (Middle School)
8. SENIOR LEADER (Senior School)
9. DEPUTY PRINCIPAL
10. PRINCIPAL

**HARASSMENT INTERVENTION PROCEDURE**

**Step 1:**

What can I do?
- Ignore it
- Show it doesn’t upset me
- Ask them to stop
- Tell them how I feel

**Step 2:**

I should now go to a teacher, parent/caregiver or trusted adult, student counsellor or school Christian Pastoral Support Worker. They will:
- Help make a plan to deal with the issue
- Formally record the harassment
- Document any action taken – this may be
  - A warning to the perpetrator
  - A restorative conversation

**Step 3:**

Conflict has not been resolved. Report to a Year level Leader, Student Counsellor or Senior Leader. They will (depending on the severity):
- Give an After School Detention to the perpetrator
- Contact parents of all parties involved.
- Suspend the perpetrator
- Recommend parents to contact police if warranted

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Serious breaches of the Harassment Policy will result in immediate suspension. For example; physical violence (and/or threat of), sexual harassment