

# Ardrossan Area School

Success, Respect, Fairness



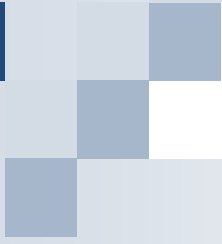
## Harassment Policy

### Document Control

Contact person	Karen Bond
Contact position	Principal
Contact Number	8837 3025
Contact Email	dl.0732.info@schools.sa.edu.au
Approved by	Governing Council
Date approved	2017
Next review date	2020



**Government of South Australia**  
Department for Education



# Harrassment Policy

Revision Record:

Date	Revision Description



## Harrassment Policy

### YOU CAN HARASSMENT

EVERYONE HAS THE RIGHT TO FEEL SAFE AT SCHOOL AND ALL WHO ATTEND HAVE AN EQUAL RIGHT TO GET THE MOST OUT OF THEIR SCHOOLING

#### WHAT IS HARASSMENT?

Persistent, unwanted behaviour against a person or a group of people.

#### HARASSMENT IS CLASSIFIED AS:

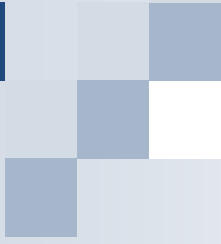
Verbal: Comments/gestures, nicknames, put downs, name calling, derisive laughing, threats, slander (putting people down behind their backs).

Physical: Bullying, pushing, letters, drawings, touching, invasion of personal space, taking/damaging possessions, deliberate exclusion of an individual or individuals.

Racial: Racist comments, Religious comments, picking on people because of their race or religion.

Sexual: Touching or rubbing against you in a sexual manner, sexual jokes, obscene drawings, smutty comments, nasty phone calls, whistling, commenting on the size and shape of your body, ogling, rumours about private life/ comments on your morals, threats.

Technology based: Email, chat rooms, Instant messaging (MSN), Websites/Blogs, text messages, sending threatening messages or images.



## Harrassment Policy

### WHAT FORM CAN HARASSMENT TAKE?

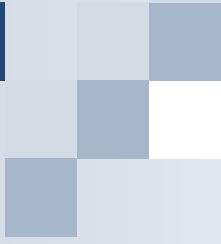
- ◆ Nasty comments
- ◆ Graffiti
- ◆ Put down jokes
- ◆ Threats of violence
- ◆ Unwanted touching or brushing up against someone often and deliberately
- ◆ Calling you by a rude name and suggesting that you have no morals
- ◆ Commenting on the size or shape of your body
- ◆ Ridicule
- ◆ Gossiping or spreading rumours
- ◆ Name calling
- ◆ Violence
- ◆ Acts against your property
- ◆ Pestering you to go out with them
- ◆ Spreading rumours about your relationships with others
- ◆ Any negative comments about your actions in relation to your gender
- ◆ **Deliberately leaving someone "out"**

HARASSMENT IS HURTFUL, DAMAGING AND ILLEGAL

THIS FORM OF ABUSE WILL NOT BE TOLERATED AT ARDROSSAN AREA SCHOOL

### WHAT ARE THE EFFECTS OF HARASSMENT ON INDIVIDUALS?

- ◆ Poor study habits
- ◆ Unhappiness at school, therefore low achievement
- ◆ Withdrawal from school
- ◆ Loss of confidence and self esteem
- ◆ Poor health



## Harrassment Policy

### WHAT CAN I DO IF I SEE OTHERS BEING HARASSED?

*Even if you are not being hassled or hassling others, if you are aware of other students who have problems in the area*

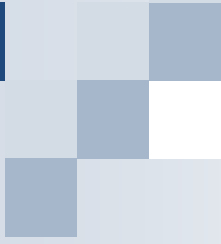
*DO SOMETHING ABOUT IT.*

### WHAT CAN YOU DO ABOUT IT?

- a) If you are aware of harassment occurring to someone else:
- ◆ Talk privately with the harasser and explain that you think their treatment of someone else is wrong.
  - ◆ Gather a group of students and together ask the person/people doing the harassment to stop it.
  - ◆ **Talk with the person being harassed and ask how you can support them (but don't gang up on or harass in return those who have been harassing) and encourage them to deal with the problem using the process outlined in this policy.**
- b) If you are being harassed at school
- ◆ Stick up for yourself - be assertive.
  - ◆ **Tell them you don't like that behaviour and ask them to stop. Use "I" statements!**
  - ◆ **Ask another person to come with you to witness you telling the harasser that you don't like their behaviour and ask them to stop it.**
  - ◆ Request that the person harassing meets with you and an impartial person (usually a teacher or the School Counsellor) who will mediate and help both you and the other person reach an agreement.

### If none of these strategies work then it is okay do the following:

- ◆ Talk it over with friends or parents. Tell the harasser that you are going to talk to these people.
- ◆ Tell the student to contact people or contact a teacher (who they feel comfortable with) to get advice.
- ◆ Talk to the student counsellor or email them on [ebb@ardas.sa.edu.au](mailto:ebb@ardas.sa.edu.au)
- ◆ Visit [www.bullyingnoway.com.au](http://www.bullyingnoway.com.au) for other strategies



# Ardrossan Area School

Success, Respect, Fairness

## Harrassment Policy

At Ardrossan Area School, harassment and bullying will not be tolerated as it impacts on the rights of students and staff to feel safe.

**The following beliefs underpin the school's approach to harassment and bullying:**

Victim:

The victim will be believed when they report an incident of harassment or bullying. They will be provided with emotional support through the school counsellor, Christian Pastoral Support Worker, class teacher and/or a member of the leadership team dependent on who the student wishes to be supported by. Parent/Carer will be contacted about the incident to enable support to be provided in the home.

Perpetrator:

The perpetrator will be supported to develop greater understanding of the impact harassment and bullying has on the victim/s through counselling. Discipline through suspension will be used only for repeated incidences of harassment or bullying to support student and staff safety.

For reported incidents of harassment and bullying the following process will be followed.

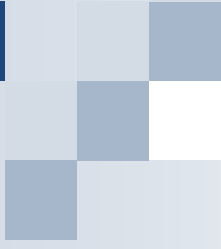
R to 6 Students

1. Verbal Warning
2. Official Written Warning
3. Request for a meeting with the parent/carers possibly accompanied by an internal or external suspension depending on student age and severity of incident.

Year 7 to 12 Students

1. A written warning supported by a review with the child as to what harassment and bullying is. A 10 minute community service is also issued.
2. Request for a meeting with the parent/carers possibly accompanied by an external suspension depending on severity of incident.





## Harrassment Policy

What if a teacher harasses a student?

- ◆ Ask them to stop harassing you.
- ◆ If it continues, tell parents or contact **another teacher, School Counsellor or a member of the school's Leadership team.**

IF YOU FIND IT EASY TO HARASS OTHERS AND WOULD LIKE HELP TO CHANGE THIS BEHAVIOUR THEN YOU CAN ASK FRIENDS, PARENTS, TEACHERS OR THE STUDENT COUNSELLOR FOR SOME STRATEGIES AND FOR SUPPORT.

Who else can help?

*Outside School Hours:*

- ◆ Police Ph: 88373017, 000 or 131444
- ◆ **Women's Health Line Ph: 1800 182098**
- ◆ Family and Community Services Ph: 88211300
- ◆ Kids Help Line : Ph: 1800 551 800 (24hrs)
- ◆ Commission for Equal Opportunity Ph: 1800 188163
- ◆ Student Safety Hotline Ph: 1800 822 020
- ◆ Medical Services Ph: 88373837
- ◆ Minister of Religion
- ◆ DECS Equal Opportunity Officer Ph: 82261059
- ◆ Domestic Violence Crisis Service Ph: 82232200
- ◆ Crisis Care (5pm—9am) Ph: 131611

**BULLYING. NO WAY!**

Australia's safe and supportive school communities  
getting to the heart of the matter!