



## THE LAKES SOUTH MORANG P – 9 SCHOOL ANTI HARASSMENT POLICY

### **Rationale:**

- Harassment in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from harassment, and that encourage students to develop attitudes and skills that discourage, challenge and report harassment in all forms.

### **Definition:**

- Harassment is the exertion of power by one person over another – often presenting as bullying behaviour – which makes another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated, uninvited and usually repeated. It is behaviour that breaches proper and professional conduct. It includes any form of sexual harassment.

### **Aims:**

- To provide a fair and supportive environment free from all forms of harassment, that promotes personal respect, as well as providing physical and emotional safety for all.

### **Implementation:**

- The community has agreed to live by our core values of: Leadership, Learning, Teamwork and Respect.
- All staff will be made aware of the legislative requirements relating to harassment.
- All staff will complete DET online Workplace Discrimination & Sexual Harassment training.
- Professional development relating to harassment will be provided for all staff, who in turn will model and practice appropriate behaviour.
- Staff, students and members of the school community will be familiar with the school's approach to harassment and will be provided with information relating to their rights and responsibilities.
- School-level protocols for resolving issues or complaints will be developed and well publicised.
- Harassment of staff members from parents or students must be immediately reported to the Principal.
- Unresolved school-level issues may be referred by the Principal, or the parties involved, to the appropriate authorities.
- Harassment by students will attract consequences consistent with our Student Restorative practices
- All claims of harassment will be treated confidentially, documented, and promptly and constructively addressed.
- The rights and sensitivities of all individuals will be protected.

### **Evaluation:**

- This policy will be reviewed as part of the school's three year review cycle

This policy has been ratified by School Council 20/06/2017

### ***The Lakes South Morang P-9 School Child Safety Statement:***

*To thrive, children need a safe and supportive environment at school, at home and in the broader community; no exceptions. At The Lakes South Morang P-9 School, we believe meeting the physical and emotional needs of our students is paramount in laying the foundations for a fulfilling future. We pledge to provide an environment that has zero tolerance to child abuse and will strive to work in partnership with our parents and community members to keep our students safe every day, in every way.*