

BEAUFORT SECONDARY COLLEGE

Bullying/Harassment Policy

- a. All students, members of staff and visitors have the right to feel safe at school.
- b. Parents have a responsibility to assist the school in protecting this right.
- c. Harassment includes physical acts (shoving, punching, prodding), verbal abuse and teasing, as well as sexual harassment.
- d. Sexual Harassment includes:

Sexually offensive staring, leering, gesturing

Suggestive comments about a person's physical appearance/sexual preferences

Sexually oriented verbal suggestions.

Displays of offensive pictures or publications

Sexually based jokes, remarks or innuendo, directed at another person or in that other person's hearing.

Physical contact of a sexual nature, such as patting, pinching or brushing up against a person unnecessarily.

Unwelcome questioning about a person's private life.

Repeated requests for dates or physical contact especially after prior refusal

It should be remembered that the complainant has the right to define the act or acts as constituting harassment; the harasser must not be responsible for deciding whether harassment has occurred or not.

- e. Interference with and/or vandalism to the property of others is also evidence of harassment.
- f. Dealing with complaints by students against other students

Note that where a complaint is made about a student, the seriousness of the complaint will determine the level of action to apply.

Step 1: Dealt with in-school. It will involve discussion of the complaint by the Principal, Assistant Principal or Year Level Co-ordinator with the alleged offending student, and the repercussions of such behaviour. It may also involve the application of a punishment.

Step 2: Phone contact will be made with parents explaining that their child has harassed another student. It will be pointed out that further action will be taken should the behaviour continue.

Step 3: Parents will be contacted with a request to attend the school as soon as possible. At this meeting, the points outlined in the original letter will be spelt out clearly. Suspension or other disciplinary action may apply.

Step 4: Suspension of student and subsequent action according to the school's code of conduct and DE&ECD regulations.

- g. Dealing with complaints by students about members of staff

The will be dealt with according to the DE&ECD procedures. See:

<http://www.eduweb.vic.gov.au/hrweb/workm/perform/conduct.htm>

In such a case, the student involved, or any teacher who has become aware of the complaint (including level co-ordinators) should refer the matter to the Principal or Assistant Principal.