



## Anti Harassment Policy

### **Introduction**

Annesley does not tolerate harassment of any kind and is committed to creating an environment free from harassment for students.

### **Policy Principles**

Annesley is committed to sustaining its highest priority of ensuring the health, safety and well-being of all students. Accordingly we will address reported incidents of harassment promptly, confidentially and with sensitivity.

### **Legislative Frameworks and Administrative Guidelines**

Annesley will comply with:

- The Annesley College Act 1920 – 1976
- The Uniting Church Act 1977
- Children’s Protection Act 1993
- Sex Discrimination Act 1984
- Human Rights and Equal Opportunity Act (SA) 1986
- Australian Education Act 2013

### **Policy Statement**

Harassment is any behaviour which is unwanted and unwelcome and embarrasses or hurts someone. It may take any of the following forms:

- bullying
- verbal insults – name calling, offensive remarks
- gossip
- deliberate exclusion
- violation of a person
- violating a person’s property
- inappropriate use of mobile phones, the internet or text messages (ie cyber bullying) and/or social networks (eg Facebook, emails)
- derogatory remarks about race, gender (sexual harassment), religion, culture or appearance.
- sexual remarks and/or written comments, text messages or emails with sexual content.

### **Procedures for responses to harassment**

Students are encouraged to report the behaviour promptly to the class teacher, Chaplain, Principal or trusted member of staff. Staff members are required to address any form of harassment and report incidents to the student’s Class Teacher and the Principal. Addressing the behaviour will consider the responses below:

Annesley will:

Actively promote the Anti Harassment Policy and respond promptly and consistently to all reported incidents of harassment. Responses will include:

- teaching students about care and respect for themselves and others
- teaching students about dealing with conflict and anger
- organising safe play spaces for students who have been bullied or harassed
- working to a resolution

and may result in mediation, written agreements, restitution, parent contact or in-school or out-of-school suspension.

We encourage students who suffer harassment to:

- practise resilient behaviour
- be assertive
- discuss it with someone who can help
- formally report it to a trusted member of staff.

Students who witness harassment should:

- see themselves as having some responsibility in preventing it
- support the victim
- report the behaviours.

Students who recognize their behaviours as harassment should:

- speak to a trusted older person
- work with a mediator to reconcile behaviour
- determine to modify their behaviour.

### **Policy Responsibilities**

The Council will monitor the implementation of the policy.

The Principal will ensure the implementation of this policy.

The Staff will implement and support this policy.

### **Review**

This policy will be reviewed every three years.