



# MANNUM COMMUNITY COLLEGE



## HARASSMENT POLICY

### Rationale

We at Mannum Community College understand the danger and implications of bullying and harassment for both the victim and the perpetrator in both the immediate and the long term. It is for this reason that Mannum Community College has developed, in accordance with State and Federal Government Legislation and DECS Policies; the Mannum Community College Harassment Policy.

### Everyone has the right to be treated with respect

Everyone has the right to be treated as a worthwhile person. It is the right of every student to be able to learn, and every teacher to be able to teach in an environment which is safe, secure and free from bullying and harassment. It is the responsibility of all those who are part of the school community to establish and maintain this safe and secure environment. Mannum Community College is committed to promoting healthy relationships and preventing bullying and victimisation of children and youth. Therefore, there is an expectation that **all** members of the **school community** will follow this policy.

**Bullying and harassment is recognised in state legislation and is against the law.**

### What is Harassment?

Harassment is when someone treats you in a way that makes you feel embarrassed, uncomfortable, unsafe or upset because of your gender, race, intellect or appearance.

Harassment includes bullying and can be defined as; intentional behaviour that is unwanted and unwelcome. Bullying is the ongoing misuse of power. Conflicts or fights between equals and single incidents are not regarded as bullying. Bullying is usually but not always repeated. However, in cases of sexual harassment it is a single occurring offence.

### What can you do if you are being harassed?

- Follow '*Harassment Intervention Procedure*' - which can be found on the school's website at [www.mcc.sa.edu.au/](http://www.mcc.sa.edu.au/)
- Note the Cyber-safety Policy at [www.mcc.sa.edu.au/](http://www.mcc.sa.edu.au/)

The staff at Mannum Community College can help you to resolve bullying and harassment problems – but they may not know you need help if you don't tell them. Please – make sure you report instances of bullying or harassment, in written form, so that we can maintain a school where you can learn and teachers can teach, in a safe, secure environment

## TYPES OF HARASSMENT

SEXUAL	RACIST	CYBER	BULLYING
<ul style="list-style-type: none"> <li>Unwanted touching or deliberate brushing against someone.</li> <li>Calling you by rude names, ridiculing, leering, wolf whistling or making sexual comments.</li> <li>Commenting on the size or shape of your body.</li> <li>Pestering you to go out with them or persistently making unwelcome requests for sexual favours.</li> <li>Telling you offensive jokes or making suggestive comments or rude gestures.</li> <li>Under the Equal Opportunity Act 1995, it is against the law to discriminate in education or to harass a student at school on the grounds of their actual or assumed sexual orientation, or the sexual orientation of their parents, friends or family.</li> <li>Discriminatory behaviour or abuse of SSAGQ students in regards to their sexual orientation or gender identity.</li> </ul> <p><b>Note:</b> SSA = Same Sex Attracted GQ = Gender Questioning</p>	<ul style="list-style-type: none"> <li>Put-down remarks about your physical appearance or your culture.</li> <li>Teasing and name calling.</li> <li>Making fun of your accent.</li> <li>Threatening to hurt you.</li> <li>Taking or damaging your property.</li> <li>Making racist jokes or writing racist graffiti.</li> <li>Using racially derogatory language or distributing racist paraphernalia</li> </ul>	<ul style="list-style-type: none"> <li>Using E-technology as a means of victimising others.</li> <li>Posting another person's personal details or photographs on line without consent. <b>*This includes recording or photographing students in school grounds/class/camps/sports days etc. Parents are not to post photos of other students taken during any school activity online in ANY form.</b></li> <li>Spreading rumours, calling people names on line or via phone, prank phone calls.</li> <li>Setting up someone for ridicule or harassment by others.</li> <li>The taking of or passing on of video or photographic images of another person.</li> <li>Vandalising images and walls on social networking sites</li> <li>Using email, voice or text messages to threaten or abuse others.</li> </ul> <p><b>Note:</b> 1. MCC acknowledges that some students may have a court order prohibiting publication of name/image under special circumstances. 2. Cyber-safety Policy at MCC website <a href="http://www.mcc.sa.edu.au/">www.mcc.sa.edu.au/</a> 3. Cyber-safety websites - <a href="http://www.acma.gov.au/">www.acma.gov.au/</a> , <a href="http://www.kidshelpline.com.au/">www.kidshelpline.com.au/</a> , <a href="http://www.bullyingnoway.com.au/">www.bullyingnoway.com.au/</a></p>	<ul style="list-style-type: none"> <li>Calling you names, teasing, or putting you down.</li> <li>Threatening you.</li> <li>Getting together in a group to frighten you.</li> <li>Hiding or destroying your property.</li> <li>Hitting, punching or pushing you.</li> <li>Writing rude or unpleasant notes about you.</li> <li>Annoying you (and your parents/caregivers) by making nasty phone calls.</li> <li>Demanding money or possessions.</li> <li>Deliberate exclusion from group.</li> <li>Staring, glaring or stalking.</li> <li>Stealing, damaging or hiding other's belongings.</li> <li>Physically or emotionally hurting you.</li> </ul> <p>#NB. Bullying is the ongoing misuse of power. Conflicts or fights between equals and single incidents are not regarded as bullying.</p>

# MANNUM COMMUNITY COLLEGE HARASSMENT INTERVENTION PROCEDURE

## Step 1

### If harassment continues

#### What can I do?

- Ignore it
- Show it doesn't upset me
- Ask them to stop
- Tell them how I feel



## Step 2

### If harassment continues

I should now go to a teacher, parent/caregiver or trusted adult, Student Counsellor or school Christian Pastoral Support Worker.

#### They will:

- Investigate and help make a plan to deal with the issue
- Formally record the harassment
- Document any action – this may be
  - a warning to the perpetrator (recorded)
  - a restorative conversation



## Step 3

Conflict has not been resolved. Report to Student Counsellor, Senior Leader or Principal. They will (depending on the severity):

- Give a relevant consequence to the perpetrator.
- Contact parents of all parties involved
- Suspend perpetrator
- Recommend parents to contact police if warranted

**Serious breaches of the Harassment Policy will result in immediate suspension.**