



UNLEY HIGH SCHOOL HARASSMENT & BULLYING POLICY

What is harassment? Harassment is any deliberate behaviour that causes any person to feel...

Embarrassed

Uncomfortable

Upset

Bullying is repetitive harassment with the threat of future attacks. It also involves an imbalance of power.

No-one has the right to harass. There are different types of harassment.....

- Physical
- Sexual
- Gender based bullying
- Verbal
- Racial
- Cyber ie text, phone or internet
- Social ie exclusion

None of these is OK or are responsible ways of behaving! Your

responsibilities

As a student at Unley, the behaviour you choose should not prevent other students from learning or teachers from teaching. You **choose** the actions you take. These should be based on mutual **respect** and **ownership** of your behaviour.

It is your responsibility to:

- Use appropriate language and behaviour at all times
- Change your actions or your words when asked to
- Use the grievance procedures to work through the issues

You cannot make threats to anyone during the grievance process. This is unlawful, totally unacceptable and the school will take disciplinary action.

It is UNLEY'S responsibility to have a policy about harassment and a process for dealing with it. This process is called the "grievance procedures".

Grievance procedures

The following are suggested, but can start at step 3.

Step 1: Tell someone whom you really trust and you know won't "spread it around".

Step 2: Talk to and get advice from an Unley staff member, parents, friend or a trusted adult.

Step 3: Counselling. This may be with your Year Level Manager or a Student Counsellor, depending on the harassment. A record of the incident will be recorded and filed and a plan for management discussed.

Step 4: If the harassment continues, make a further report. The school will investigate and take one or more of the following actions:

- Mediate and use restorative justice
- A warning
- Counselling
- Parent contact
- A written contract co-signed by parents
- Internal suspension
- External suspension

Contact People

Listed below are some of the people you can contact at Unley. They can help you to select a course of action to stop the harassment.

Home Group Teachers

Middle School or Senior School

Counsellors

Assistant Principal

Year Level Manager

Deputy Principal

Kids Helpline is available if you want to discuss things confidentially. Freecall **1800 551 800** or www.kidshelp.com.au

Remember harassment and bullying is not acceptable behaviour and can now be reported to police for their intervention. "Stay calm and think clearly", talk and use the school grievance procedure.