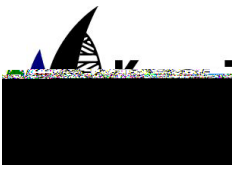


Policy Statement who may witness violence, intimidation and the distress of the atmosphere of a class and even the climate of a school.

The College accepts its responsibility under the Commonwealth Sex Discrimination Act 1984 and the Victorian Equal Opportunity Act 1995 to ensure that, as far as practicable, no student, whilst engaged in any College activity, subjects another person to sexual harassment.

Kurnai College is committed to providing a safe and caring environment

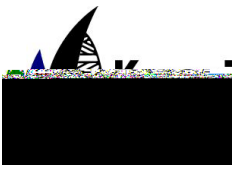


- Lying and spreading rumours.
- Mimicking.
- Playing nasty jokes to embarrass and humiliate.
- Encouraging others to socially exclude someone.
- Damaging someone's social reputation and social acceptance.

Harassment is any verbal, electronic, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

What Bullying is not:

Many distressing behaviors are not examples of bullying even though they are unpleasant and often require teacher intervention and management. There are three socially unpleasant situations that are often ()0.5 (a (e)-3 (4.9 (o)1.3 (m))-3.3 (d)-0.7 ()vh)2.3 .7 ()-0.8 (r)-2.88oTc 0.039 Tw2/93u1omab(p)-0.7 23 BD(e)0 (a



explained at the initial enrolment meeting. To new staff, volunteers and visitors through the Staff Handbook and induction process.

All complaints will be heard in confidence and taken seriously.

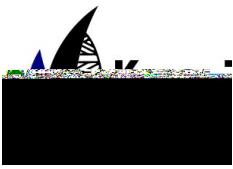
Our College will organise preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.

Staff programs will occur as needed to keep staff informed of current issues/strategies for dealing with these issues.

There will be consequences, covering a range of strategies, for those in breach of the policy – see Student Welfare and Engagement Policy.

Program

Constructive strategies to deal with harassment will include education in coping strategies; assertiveness training; problem solving and social skills; counselling and behavior modification. These strategies will be employed alongside punitive sanctions and negative consequences,



Disciplinary consequences for bullying and harassment will comply with the Student Welfare and Engagement Policy. The principal or their nominee will provide disciplinary consequences including suspension in accordance with Department of Education and Early Childhood Development (DET) guidelines.

Links:

Links which are connected with this policy are:

- DET's [Effective Schools are Engaging Schools: Student Engagement Policy Guidelines](#)
- DET's [Safe Schools are Effective Schools](#)
- DET's [Student Engagement Policy Guidelines](#)
- The school's ICT Policy (re cyber-bullying)
- DET's [Respectful Schools](#)

Evaluation

This policy will be reviewed as part of the College's four year review cycle.

Date Implemented	Week 3 – Term 2 – 2015 – V1
Consultation	21/2/2023 & 21/3/2023
Approval Authority	Anthony Rodaughan College Principal 21/03/2023