

HARASSMENT / BULLYING POLICY

PREAMBLE

Calvary affirms the worth and dignity of every student. The life of a Christian community is characterised by supportive relationships - based on the words of Christ, "Love one another as I have loved you", and Paul's command "Bear one another's burdens".

While Calvary has a Behaviour Management Policy in place this addendum purposes to particularly focus on the area of harassment.

BASIC POLICY

The School seeks to provide an environment which will enable all students to develop their full educational potential and their ability to inter-relate freely on a social level. The School will not tolerate victimization, bullying or harassment which may interfere with this process of development. Victimization/harassment is defined as "any behaviour, words or action, either covert or overt, against another student which intimidates or threatens that student".

KINDS OF HARASSMENT

A. Bullying

(Ongoing)

1. **Physical:** Deliberate pushing, hitting, spitting, damaging property of others etc.
2. **Verbal:** Calling names, ridiculing, threatening.
3. **Gesture:** Making rude or threatening signs.
4. **Extortion:** Demanding money, food or other things.
5. **Exclusion:** Hurting friends by ignoring or isolating them or by spreading rumours about them.
6. **Writing:** Rude, offensive or unpleasant notes directed at a student.
7. **Cyber:** Facebook, photography, emailing, messaging and texting.

B. Sexual

1. Comments of the size or shape of a student's physical appearance.
2. Calling of abusive names, giving rude gestures.

3. Pestering a student to go out with him/her, requesting sex.
4. Deliberate action of brushing against or touching another student when this action is uninvited and is perceived by the recipient to be embarrassing, offensive, demeaning or compromising.
5. Any deliberate conduct which hurts people based on their gender.
6. Cyber related eg. photography of a sexual nature.

C. Racial

Deliberate or repeated racist comments, gestures or any other conduct which hurts people based on their nationality, colour of skin or ancestry.

Involvement in harassment/intimidation of students, either physically, verbally or mentally, is prohibited. Involvement means:

1. Active harassment.
2. Being present and passively supportive when harassment by others is taking place.
3. Retaliation against a person for reporting harassment.

Times: Travelling to and from school.

At school outings/sports venues.

At school.

WHAT CAN YOU DO? (STUDENTS):

1. Tell the person who is harassing you that what is occurring is unacceptable and that it is to stop.
2. Talk to a teacher about it.
3. Talk to your parents about it so that they can inform the school.

Note: Follow the steps in the School's Grievance Policy for Students.

ACTION FROM THE SCHOOL:

Students found to be involved in harassing others will be disciplined according to the School's Behaviour Management Policy.