



Harassment Policy

Harassment cannot be justified as normal behaviour for anyone. It cannot be forgotten just because the person involved didn't mean to upset or hurt anyone.

At Allenby Gardens Primary School the rights of Students to Learn, and the Teachers to Teach, are protected and therefore harassment will not be tolerated.

It is important to stop harassment because:

- Everyone is important.
- Everyone has the right to feel safe and secure at school.
- Students have the right to learn to the best of their ability.
- Teachers have the right to teach.
- When people are made to feel angry, embarrassed or frightened, their self-confidence is affected and so is their work.
- People who harass others stop them from working and learning to the best of their ability.

What is Harassment?

Any action that causes another person to be upset, angry, embarrassed, frightened, humiliated or uncomfortable is a form of harassment.

Some harassment can be against the law. It is always behaviour that is unwelcome and repeated.

Some examples of behaviours that are harassment include:

- Getting a gang together to frighten or humiliate someone.
- Putting someone down or calling them rude or hurtful names (teasing).
- Threatening someone (bullying).
- Hitting, punching or pushing someone (bullying).
- Hiding or destroying someone's property (provoking).
- Making rude comments about someone when you have been asked not to (sexual harassment).
- Making suggestive comments (sexual harassment).
- Commenting on size or shape of someone's body (harassment).
- Spreading rumours about someone or their family (slander)

What can You do?

If you are being harassed or you believe you are being harassed you can;

- Decide that you want it to stop.
- Tell the person (people) harassing you that you don't like it and you want it to stop.
- Talk it over with friends or your parents.
- Talk to your teacher, an SRC rep or a Yard Support person.
- Follow the Harassment Grievance Procedures Chart below.

A. Do nothing

- Ignore it.
- Show it doesn't upset you.

Result?

Harassment stops - Satisfactory

Harassment doesn't stop - go to **B, C** or **D**

B. Confront the person who is harassing you

- Give the person an "I" statement

Result?

Behaviour stops - Satisfactory

Behaviour doesn't stop - go to **C** or **D**

C. Go to any SRC representative, Yard support person, teacher or your parent

- Request a "Sorting Out" Session.
- Talk openly about the problem.
- The teacher will not talk to others or take any other action without your permission (except in the case of child abuse)
- Make a plan with your helpers to deal with the problem and follow it through.

Result?

Behaviour stops - no more action needed.

Behaviour doesn't stop - go to **D**

D. Go to the Principal

- Talk openly about the problem.
- Allow the Principal to take suitable action to control the problem.

Are You Harassing Others?

If your honest answer to any of these questions is yes, then you are harassing someone. You will need to change your behaviour.

1. Do you call people names?
2. Do you insult others?
3. Do you help insult or offend others?
4. Do you bully, tease or hit others?

In our School consequences of Harassment are

Step 1 Involvement in a "Sorting Out" Session.

Possible Time - Out.

Step 2 Notify Parents

Step 3 Internal Suspension / Home Suspension.

* All reported incidents are documented

We will not allow Harassment to go unchallenged at Allenby Gardens Primary School

DECS Policy

The Education Dept has produced a comprehensive document which clearly outlines the responsibilities and procedures that schools must adopt regarding harassment. Details are available from our office.