

# ST COLUMBA'S CATHOLIC COLLEGE



## ANTI-HARASSMENT POLICY

### Other Related Documents:

- St Columba's Staff Handbook
- Anti-Bullying Policy – Parramatta CEDP.
- Anti-Discrimination – Parramatta CEDP
- Countering discrimination, harassment and bullying – Parramatta CEDP
- Complaint Handling procedures and guidelines – Parramatta CEDP

### CONTACT PERSON

<b>Principal</b>	- Mr Paul Ryan
<b>Assistant Principals</b>	- Mr Ross Gawthorne / Miss Carol Muscat
<b>Year 12 Leader of Mission</b>	- Mrs Tracy Mulhall
<b>Year 11 Leader of Mission</b>	- Mr Paul Holmes
<b>Year 10 Leader of Mission</b>	- Mrs Monique Salloum
<b>Year 9 Leader of Mission</b>	- Mrs Belinda Pranjic
<b>Year 8 Leader of Mission</b>	- Mrs Pip Moore
<b>Year 7 Leader of Mission</b>	- Mr Greg Clune

DATE OF PUBLICATION	STATUS	DATE TO BE REVIEWED
March 06	Working Document	October 2018
LAST REVIEWED		
December 2017		

**Definition:**

Harassment is the exertion of power by one person over another - often presenting as bullish behaviour that makes another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated, uninvited and usually repeated. It is behaviour that breaches proper and professional conduct.

**Rationale:**

Harassment in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from harassment, and that encourage students to develop attitudes and skills that discourage, challenge and report harassment in all forms.

**Aims:**

We are committed to providing a fair and supportive environment free from all forms of harassment, that promotes personal respect, as well as providing physical and emotional safety for all.

**Implementation:**

- All staff will be made aware of the legislative requirements relating to harassment.
- All staff will complete Workplace Discrimination & Sexual Harassment training every two years.
- Professional development relating to harassment will be provided for all staff, who in turn will model and practise appropriate behaviour.
- Staff, students and members of the College community will be familiar with the College's approach to harassment and will be provided with information relating to their rights and responsibilities.
- College-level protocols for resolving issues or complaints will be developed and well publicised.
- Staff members will not allow themselves or their colleagues to be subjected to harassment from parents/carers or students - all such issues must be immediately reported to the Principal.
- Unresolved College-level issues may be referred by the Principal, or the parties involved, to the appropriate authorities.
- Our College is a 'No Put Down Zone' and we reward students who display exemplary behaviour.
- Harassment by students will attract consequences consistent with our Student Code of Conduct and Student Management Policy.
- All claims of harassment will be treated confidentially, documented, and promptly addressed.
- The rights and sensitivities of all individuals will be protected.
- Leaders of Learning and Leaders of Mission will analyse the effects of harassment and assist students to develop attitudes and skills that discourage, challenge, report and counter-act harassing practices.

**Evaluation:**

This Policy will be reviewed in October 2018.