



MacKillop College

Policy: Bullying and Harassment

Introduction

MacKillop College is committed to providing a safe and inclusive teaching and learning environment. A key focus is to promote and develop a sense of belonging thereby affirming the dignity of all members of our community.

Bullying and harassment (whether verbal, physical, social or digital) are actions or words that involve a wilful, conscious desire to hurt an individual or group, placing them under duress. These actions or words are sustained despite being expressly unwanted. Bullying involves a victim(s), one or more bullies and often a group of bystanders or witnesses who passively participate. Harassment involves behaviour that an individual finds humiliating, offensive or intimidating. Bullying and harassment can be overt or covert. It can take the form of:

- gestures and insults
- physical injury
- unwelcome and uninvited comment, attention, contact or behaviour
- intimidation, oppression, extortion, exclusion and vilification
- cyber-bullying or harassment
- stalking
- third party involvement
- verbal, physical, written or visual abuse
- direct propositioning or subtle pressures for sexual favours
- leering, patting, pinching, touching or indecent exposure
- sexual assault

Principles

MacKillop College aims to:

- utilise the most appropriate of the available intervention and prevention strategies
- provide pastoral care support structures to prevent bullying and harassment and to support victims
- involve disciplinary procedures, counselling, assertiveness training and programs to develop self-esteem
- promote the message throughout the College community that bullying and harassment are unacceptable

Objectives

MacKillop College is committed to:

- educating the MacKillop College community in understanding the inappropriateness and impact of any type of bullying and harassment (i.e. physical, verbal, digital etc.)
- arbitrating to a mutually satisfactory position between perpetrator(s) and victim(s)
- supporting the victim(s)
- changing the behaviour of the perpetrator(s) of the bullying or harassment

- enabling all to feel safe at MacKillop College

Implementation

i) Principal Commitment:

The Principal is responsible for ensuring that:

- the objectives of this policy are integrated into practice
- pastoral care programs and initiatives deal with all types of bullying or harassment
- any situations in which staff are involved in bullying or harassment are dealt with immediately with sensitivity and care respectful of the privacy of those involved

ii) Staff Commitment:

All staff members are responsible for:

- being alert to the potential of bullying or harassment in the College
- offering support to victim(s)
- assisting in the management of persistent harassment by referring to the relevant College leaders
- taking steps to solve the problem, involving appropriate staff
- developing and implementing strategies to eliminate bullying and harassment

This policy works in conjunction with the following policies, procedures and guidelines:

- Workplace Equal Opportunity Policy
- Digital Technologies Policy
- OHS Policy

Relevant Legislation

- Sex Discrimination Act 1984 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Occupational Health and Safety Act 2004 (Vic)
- Occupational Health and Safety Regulations 2017 (Vic)

Further Information:

WorkSafe Victoria: <https://www.worksafe.vic.gov.au/>

Human Rights Commission: <https://www.humanrightscommission.vic.gov.au/the-workplace/bullying>

Rory Kennedy
(Principal)

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