WILLUNGA HIGH SCHOOL
ANTI-HARASSMENT & BULlying POLICY

Why is our school against harassment?

Harassing People is Wrong and Must be Stopped

We believe.....

- We all have the right to be treated as worthwhile, important individuals
- This means being treated fairly and with respect
- We all have the right to come to school feeling happy, safe and comfortable
- People who harass are stopping others from getting as much out of school as they should. Those who are harassed find that it interferes with their learning. Sometimes they change school, or feel that they can’t join in
- School should be a happy and safe place for all those who attend

Kinds of harassment

There are many ways we can be harassed by other people. These are some examples:

Physical Harassment may include...
- hitting, punching or pushing you
- kicking you
- spitting on you

Verbal Harassment may include...
- name calling or giving others a hard time because they may be good at work, or find work difficult
- threats
- put downs
- teasing others because of the way they look or behave
- teasing others because of their beliefs
- spreading rumours and gossip

Racial Harassment may include...
- picking on others because of their background, culture and beliefs

Sexual Harassment may include...
- touching or brushing up against someone, often and deliberately, when they do not want this to happen
- repeatedly using names or making personal comments about others
- pestering someone to go out with you when they have said “NO”
- leaving rude comments, drawings or graffiti where others will see them

It is unlawful for a student 16 years of age and over to sexually harass another student or staff member.

Electronic Harassment may include...
- email/SMS/MMS
- sending inappropriate or offensive filmed or photographed images
- comments on social networking sites

Please refer to the Cyber Safety Guidelines

Being harassed

When we are harassed we may feel humiliated, angry, embarrassed, frightened, uncomfortable, scared or unsafe. These feelings need to be dealt with.

What can we do about Harassment?

STEP 1
- Ignore the problem if you can (for a short time – up to a week) OR
- Tell the person who is harassing you to stop.
- If a person is harassing you make it clear to the person that you want them to stop. (Practice saying “Don’t do that please” or “Please stop”.)
STEP 2
☞ ASK FOR HELP AND ADVICE from anyone you feel comfortable with – friends, parents, guardians, counsellors, teachers, CPSW, peer support leader
☞ If you talk to staff they will discuss possible strategies with you for dealing with the harassment. They will make notes about the incident. This is called an Informal Report.

STEP 3
☞ Make a formal report – Harassment forms are available from Student Reception
☞ If you choose to take further action you can ask one of the following:

A teacher you feel comfortable with to help you sort it out at school level
Year Level Coordinators
Student Counsellor

☞ Deputy/Assistant Principal (Year Level Leaders)
☞ Principal (an appointment can be made using the referral form at the Student Reception)

STEP 4
After reporting:
If the problem has been solved then:

No further action taken

OR
Offender spoken to and provided with counselling

OR
Disciplinary action taken
If the problem has not been solved
Parents contacted

OR
Department for Education & Child Development (DECD)

OR
Advice sought from the Equal Opportunities Officer or DECD Legal

AND the person who supported you will check with you to see how things are going and how you are feeling.

How do we know if our behaviour is upsetting someone else?

Because we care, we can control what happens.

Sometimes we can harass someone else without meaning to. If we are not sure about our behaviour we can:
☞ carefully watch how our behaviour affects others and decide whether they really like our behaviour or are just pretending to because they are embarrassed
☞ check our behaviour and language by asking if the person minds what we are doing
☞ stop behaving in that way
☞ apologise if we are in doubt
☞ always treat other people as equals
☞ talk about our behaviour with a friend

Remember, everyone has the right to be treated fairly and with respect. Everyone has the right to be at our school so that they can work and play and not be harassed.

Conclusion

If we are aware of other students who are being harassed:

WE HAVE A RESPONSIBILITY TO DO SOMETHING ABOUT IT.

If we work together on this problem, we will have a school which is safe, inclusive, conducive to learning and free from harassment and bullying.

TOGETHER WE HAVE THE POWER TO STOP IT!