



# Anti-Harassment Policy

Superordinate Policy      Community Wellbeing Policy  
Document Guardian      Deputy Headmaster  
Ratified by Headmaster      May 2020

Last Review      N/A  
Next Review      December 2021

## 1 DEFINITIONS

The words harassment and bullying are emotive terms. It is best to avoid their use until the behaviours are well understood. Wherever possible adults and students are advised to be precise in the use of the terms outlined below.

**Mistreatment** is any act or omission reasonably likely to cause, physical, emotional or psychological harm.

Mistreatment could include discrimination, controlling, exclusion, tormenting, humiliating, meanness, cruelty, persecution, or intimidation. The behaviours could occur intentionally or unintentionally, directly or indirectly, explicitly or by the use of tone or subtle cues, wanted or unwanted, by whatever means, and of various degrees of seriousness. Motivations could relate to race, gender, sexual preference, national origin, or simply jealousy, personality differences, or a personal history.

Mistreatment does not include disagreement or debate, conveying reasonable information, re-direction, correction, rebuke or discipline consistent with School policy or upholding the traditions or values of the School.

**Harassment** is repeated mistreatment of an individual or a group over any timeframe.

**Bullying** is harassment where the victim is at a real or perceived power disadvantage. Power could take various forms including physical strength, social status, numbers of individuals involved or even access to embarrassing information.

## 2 CONTEXT

All members of the Blue Mountains Grammar School community have the right to feel safe and secure whilst on campus, involved in School activities, and/or interacting with other members of the School community. Our highest ideals include love and we consider establishing and maintaining a safe and secure environment is an expression of our love for those in our care. The School acknowledges that people's behaviour affects the relationships that underpin such an environment and that the skills required to establish these positive relationships should be taught and modelled.

## 3 PURPOSE

The School seeks to provide a safe, positive and supportive environment for all; one where mistreatment is reported and responses are prompt and effective in modifying behaviour and restoring relationships.

## 4 POLICY STATEMENT

Members of the School community are to be treated with respect, accepted for their differences and able to participate in School life free from mistreatment of any kind, including harassment and bullying.

The School will seek to nurture a culture that readily reports incidents of serious or repeated mistreatment.

Staff members will intervene to prevent mistreatment in any form and manage all incidents in accordance with the Student Behaviour Management Policy and other policies that pertain to adults.

The School will promptly consider all reports of suspected harassment, including bullying, act where necessary to elicit a change of behaviour, attempt to bring matters to a point of resolution through restorative processes, act to exclude persons from the School community where necessary and make legal referrals where warranted.

## 5 GUIDELINES

Guidelines for the internal management of matters of harassment, including bullying, are itemised in a separate statement for staff.

## 6 ACKNOWLEDGEMENTS

Australian Institute of Criminology no 219 Restorative Justice Approach Bullying and Victimization in Schools – B Morrison  
Anti-Discrimination Act (NSW)

Peacewise – Christian Solutions to Conflict

