

## LILYDALE HIGH SCHOOL

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## Anti-Harassment Policy

### RATIONALE

Students have the right to be treated in a fair manner and be part of a safe and secure environment free from harassment and intimidation. All forms of bullying and harassment result in a sense of powerlessness and have a negative effect on individuals and can adversely affect one's workplace or learning environment. Harassment may be experienced by anyone. Under The Equal Opportunity Act 1995 and the Disability Discrimination Act 1992 many forms of harassment are unlawful and are forms of discrimination.

### PURPOSE

- Lilydale High School is committed to promoting positive relationships and encouraging tolerance among staff, students and all school community members.
- Lilydale High School does not tolerate harassment or bullying in any form.
- Lilydale High School will act on all reported instances of harassment.

### WHAT IS HARASSMENT?

**Harassment** is any behaviour which embarrasses, upsets or hurts another person. Harassment can include bullying, racial harassment and sexual harassment.

**1. Bullying** is a deliberate act of aggression causing embarrassment, pain or discomfort to another and includes:

- Pushing, hitting, spitting, damaging the property of others, written and verbal bullying, e.g. repeated "put downs", calling names.
- Ridiculing, threatening or spreading rumours, offensive pictures or notes.
- Making rude or threatening signs.
- Forcing others to act against their will.
- Demanding money, food or other belongings.
- Hurtfully excluding others from a group.
- Publishing, exchanging or uploading multimedia content that is either hurtful or malicious or demeaning to any member of the school community. This is also known as 'cyberbullying'.

**2. Racial Harassment** is making comments, gestures, or any other conduct which hurts people, based on their nationality or culture, country of origin, colour of skin, ancestry or any related beliefs or behaviours.

**3. Sexual Harassment** is sexual behaviour which is deliberate, uninvited, unwelcome and usually repeated and which is perceived by the recipient to be embarrassing, offensive, demeaning or compromising. Sexual harassment does not refer to occasional compliments or common courtesies, such as assisting people with heavy loads or opening doors for them. Forms of sexual harassment could include:

- Inappropriate staring.

- Suggestive comments about a person's physical appearance or sexual preference.
- Smutty or "put down" jokes.
- Persistent comments about a person's private life.
- Questions about another's sexual preference.
- Negative comments which 'put down' another person based on their gender.
- Offensive remarks of a sexual nature.
- Repeated requests for dates, especially after refusal.
- Inappropriate displays of material with a sexual content.
- Sending obscene letters or making obscene phone calls including electronic communication.
- Physical contact, e.g. purposefully brushing up against another's body.
- Pinching, patting, touching, and embracing.
- Indecent exposure.
- Attempted or actual rape.

There are grievance procedures in relation to harassment.