

# Living Waters Lutheran College

## Harassment Policy (Student against Student)



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### Student to Student Harassment

Harassment generally involves unwelcome behaviour that intimidates, offends, or humiliates a student because of a particular personal characteristic.

Harassment can also be unlawful and lead to legal action being taken against the perpetrator and in some cases the College.

### Living Waters Lutheran College Policy

We deplore all forms of harassment. We are committed to providing a safe College environment that is based on mutual respect and is free from harassment.

Harassment is not acceptable in any circumstances and is strictly prohibited.

### What is Harassment?

The Guide to the Registration Standards and Other Requirements for Non-Government Schools defines harassment as behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

Harassment may be an ongoing pattern of behaviour, or it may be a single act. It may be directed randomly or towards the same person/s. It may be intentional or unintentional (i.e. words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless).

Examples of harassment include where students:

- ridicule someone who doesn't speak English;
- tease someone who wears different clothes due to religion/beliefs;
- make suggestive comments or insults based on sex;
- make fun of someone who needs a wheelchair or walking frame for mobility;
- put down someone who is obese or very thin; or
- tell offensive jokes deliberately to put down a particular societal group.

### What is Not Unlawful Harassment?

Conflict does not necessarily indicate harassment unless no steps are taken to resolve the conflict. Reasonable behaviour does not constitute harassment, such as:

- friendly gestures among students like a pat on the back; or
- a single or isolated incident such as an inappropriate remark or an abrupt manner.

## Staff Responsibility

Staff members are responsible for ensuring that students are treated fairly and with respect, and in particular:

- model appropriate standards of behaviour;
- take steps to educate and make students aware of their obligations under this policy and the law;
- intervene quickly and appropriately when they become aware of inappropriate behaviour;
- act fairly to resolve issues and enforce the College's behavioural standards, making sure relevant parties are heard;
- help students resolve complaints informally;
- refer formal complaints about breaches of this policy for investigation; and
- ensure students who raise an issue or make a complaint are not victimised.

## Student Responsibility

All students are required to:

- treat all students, staff and any other person at the College professionally and with respect;
- avoid behaviour that could be interpreted as harassing and act to prevent other students from engaging in harassment, where this is reasonably practicable; and
- where students have witnessed harassment at the College they are encouraged to report this to a staff member.

## Implementation

This policy is implemented through a combination of:

- staff training;
- effective incident notification procedures; and
- initiation of corrective actions where necessary.

## Discipline for Breach of Policy

Where a student breaches this policy Living Waters Lutheran College will take disciplinary action, including in the case of serious breaches, suspension or expulsion. Engaging in unlawful harassment may result in legal action being taken against the perpetrator and Living Waters Lutheran College.

Related Policies

*Cyber Safety Policy*

*Social Media - Student Usage Policy*

<b>COMPLISPACE – Our Child Protection Program</b>		
<b>Version</b>	<b>Action</b>	<b>Date</b>
V1	<i>Provided by Complispace Ratified by College Board</i>	<i>19 Oct 20</i>
<i>Review</i>		<i>Oct 21</i>