



## **Bullying and Harassment**

***“All school community members have a right to participate in school life in a safe environment free from bullying and harassment.”***

### **What is bullying?**

- Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies.
- Conflict or fights between equals and single incidents are not regarded as bullying

### **What is harassment?**

- Harassment is 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.

### **What is violence?**

- Violence is the intentional use of physical force or power, threatened or actual, against another person (s) that results in psychological harm or injury. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

### **Cyber Bullying**

- Cyber bullying uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies such as email, chat rooms, discussion groups, instant messaging, web pages or SMS - with the intent of harming another person.
- Activities can include repeated negative messages, sexual and racist harassment, denigration, impersonation, trickery, exclusion and cyber stalking. Cyber bullying may involve varying levels of severity, ranging from occasional messages to frequently repeated and highly disturbing threats to a person's life.
- Cyber-bullying can occur from a single act when the message or picture is sent to more than one person. For example, a person may only press 'send' once, but the choice to send the message to multiple addresses, makes the action more than a single incident.

At Lonsdale Heights all students are supported to develop an understanding that it is their responsibility to participate in school life in a respectful way which acknowledges peoples rights. This is achieved through students attending explicit lessons on bullying and harassment and cyber safety. Students involved in bullying behaviour either as bystanders, victims or perpetrators will be further supported to engage in processes which provide opportunities to repair harm and or encourage changes in behaviour.

### **Procedures for Parents/ Caregivers who have a grievance/ issue about their child/children**

Most issues can be sorted out when parents/ caregivers and school staff communicate effectively and work together on the resolution informally. If not, the following steps need to be taken:

1. Make an appointment to meet with the class teacher and talk about the issue
2. If the issue is unresolved, make an appointment to meet with the Deputy or the Principal
3. If you wish to take up the issue because you are not satisfied that it has been adequately dealt with, talk to the Principal and arrange a further meeting
4. If the matter is still not sorted out, you can contact the local District Director at the Noarlunga Office – telephone 8207 3700