



## **HARASSMENT POLICY AND GRIEVANCE PROCEDURES**

### **Harassment**

Harassment in any setting is unacceptable. It is also unlawful. The term harassment is used to describe all behaviour that has its roots in maintaining the power relationship of one person over another person. Harassment is a serious issue which in an educational setting affects the learning environment and threatens the self esteem, social development and career prospects of our students.

### **Types of Harassment**

Different forms of harassment include sexual harassment, racial harassment and bullying.

### **Resolving Grievances**

The process for dealing with harassment will be restorative and educative; not punitive. The teachers and senior staff will address with students the issues of harassment through approaches such as social learning and conflict resolution strategies. These include:

- Restorative Solutions:
  - Victim / offender conferencing
  - Restorative mediation
  - Whole class circles or conferencing (if issue affects the class)
- Social Skills programs
- Protective Behaviours program

Incidents of student-to-student harassment will be resolved by using the school's Behaviour Management processes. Again, educative and restorative solutions will be sought initially in all circumstances.

### **Parent guide to raising a concern or complaint**

We all expect quality and expert care and teaching for your child in order that they achieve their potential. Working together will give us the best chance of solving a problem that may arise during your child's years in preschool and school.

We also recognise that at times things may go wrong. If you have a concern or a complaint, we want you to let us know. It's important to learn from mistakes or misunderstandings so that we can improve your child's experience and learning, and also improve processes where possible.

The first step in working through a complaint is to talk to your child's teacher, and then the director or principal if you still are not happy.

Ask at the front office for a copy of the school/preschool's *Parent Guide to Raising a*



*Concern or Complaint* brochure. Steps guiding how complaints should be made are explained in the brochure.

Use this guide to help you think through what you are concerned about and how to resolve the matter respectfully and effectively.

### **About complaints or concerns**

This information may be helpful in explaining what a complaint is:

A complaint may be made by a parent if they think that the school has, for example:

- done something wrong
- failed to do something it should have done
- acted unfairly or impolitely.

Your concern or complaint may be about:

- the type, level or quality of services
- the behaviour and decisions of staff
- a policy, procedure or practice.

Sometimes a complaint is about something we have to do because of State or federal law. In such cases we are able to talk to you about the matter and help you understand the requirements and why they exist.

If you'd like more information give the Principal a call on 8382 8206 or visit the department's website at [www.decd.sa.gov.au/parentcomplaint](http://www.decd.sa.gov.au/parentcomplaint) or email [DECD.parentcomplaint@sa.gov.au](mailto:DECD.parentcomplaint@sa.gov.au). There is also a free call number 1800 677 435.