



EAST MURRAY AREA SCHOOL

PMB 1 KAROONDA SA 5307
Bus CB Number: 24

Telephone: (08) 8578 7053
(08) 8578 7057
Fax No: (08) 8578 7072
Email: info@emas.sa.edu.au



Government of South Australia
Department for Education and
Child Development

Approved by: Staff, Students and Governing Council

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Bullying and Harassment Policy

BULLYING AND HARASSMENT OF ANY KIND IS NOT ACCEPTABLE AT EAST MURRAY AREA SCHOOL

At East Murray we believe:

- everyone has the right to be treated as a worthwhile individual
- everyone has a right to a safe, caring and happy experience at school everyday
- everyone has the right to a high quality, supportive, challenging and engaging education

These beliefs are demonstrated through the classroom practices of all staff, the relationships all staff build with the students and the school's behaviour management policy.

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. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

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.

Under recent amendments to the South Australian Equal Opportunity Act 1984 it is **unlawful** for a student of or over 16 years of age to sexually harass another student or staff member.

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, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Bullying and harassment:	
<ul style="list-style-type: none"> • may involve hitting, pinching, kicking (physical) • stand-over tactics, gestures (psychological) • rumours, putdowns (social exclusion) • physical, verbal or nonverbal sexual conduct (sexual). • involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge • is often hidden from adults 	<ul style="list-style-type: none"> • name-calling, teasing, threats (verbal) • notes, graffiti, text messages, sending filmed or photographed images, comments on social networking sites (visual/written) • may be done directly (e.g. face to face) or indirectly (e.g. via the internet or mobile phones) • has an element of threat • can continue over time • will be sustained if adults or peers do not take action.

Process for Dealing with Incidents of Bullying or Harassment for staff, volunteers and students

What do you do if you are being bullied or harassed?

1. If you want the behaviour to stop then you must be willing to do something about it. **REMEMBER: EVERYONE IS RESPONSIBLE FOR KEEPING THE SCHOOL BULLY FREE.**
2. Tell the person (people) bullying or harassing you to stop
3. Tell a trusted friend
4. Tell a teacher, principal or trusted staff member in private, you may take a friend for support
5. Talk to your parents/caregiver and ask them to contact the school on your behalf

It is important to let a staff member know that you have been to ensure it can be dealt with quickly.

What will happen when a staff member is told?

1. The staff member will listen to you
2. The conversation will be kept confidential
3. You will work together to develop strategies to stop the bullying/harassment occurring in the future
4. The incident will be investigated thoroughly
5. If the complaint is proven the person who harasses/bullies will have consequences as described in the Student Behaviour Management Policy (Serious Infringements) and will include the following:
 - Parents contacted
 - Student is removed from class for extended period, internally suspended or externally suspended (depending on severity and whether it is ongoing)
 - Counselling provided for victim and perpetrator(s) to ensure harassment/bullying stops

If parents/caregivers are concerned that their child is being bullied or harassed at school please follow the school's grievance procedure.