

Bullying and Harassment Policy and Grievance Procedure

Our commitment

Marden Senior College has a legal responsibility under the Equal Opportunity Act (1984) to provide fair treatment for all who work and learn at this site.

Bullying and harassment is regarded as serious and the College is committed to providing a working environment free from such harassment. The College's Bullying and Harassment Policy and Grievance Procedure is to protect the rights of the individual and respond to grievances promptly.

What is bullying?

Bullying is repeated verbal, physical, social or psychological 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 such as the internet and mobile phones.

<https://edi.sa.edu.au/supporting-children/behaviour-and-attendance/bullying/bullying-prevention-requirements>

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.

Each person is responsible for:

- behaving in ways that do not cause another person embarrassment, discomfort or distress
- behaving in ways that do not disrupt learning
- reporting and observing incidents of harassment or bullying
- being informed about personal rights and responsibilities
- seeking further information if in doubt.

How can a person deal with bullying and/or harassment?

- tell the person you object to the behaviour and do not want it to be repeated
- discuss the situation with a teacher or counsellor at the College
- make a formal complaint to the Principal who will investigate and assist to resolve the situation. The Principal may delegate another staff member to investigate and help resolve the situation

Grievance procedures are in place to address complaints. See Department for Education Complaint Management procedure. <https://edi.sa.edu.au/library/document-library/controlled-procedures/complaint-management-procedure>

A complaint can also be made to the Equal Opportunity Commission of South Australia.