



Anti-Harassment Policy

AT NORTH INGLE SCHOOL

We believe each person:

- o **has the right to feel safe and to be treated with respect**
- o has the right to be treated as a worthwhile individual
- o must learn, understand and practice these Grievance procedures

HARASSMENT IS

wrong, hurtful, offensive, insulting and degrading

HARASSMENT IS

- NOT WANTED
- NOT ASKED FOR
- NOT WELCOME

SOME KINDS OF HARASSMENT ARE:

- teasing and name calling
- rude gestures
- offensive pictures, drawings or writing
- unpleasant messages
- putting people down because of their gender, appearance, language, family background, culture or beliefs
- unwanted or inappropriate touching
- violence or aggression towards someone
- attacks on another person's property

When people are HARASSED they may feel:

Embarrassed, uncomfortable, stressed, upset, insulted, confused, angry, worried, scared, offended, hurt, and left out ...

Sexual and racist harassment are serious and illegal

The only way to stop harassment is to take some action

ACTION GRIEVANCE PROCEDURE

If you have been harassed, you can

—

1. Choose to ignore it, walk away.
2. Tell the person to **STOP IT** in a polite and assertive way. Give eye contact and let the person know how you feel.
3. If the harassment continues, tell someone you trust who can help - a friend, an adult.
4. If the harassment still continues, seek adult help. This may be a yard duty teacher, class teacher, Deputy or Principal, other teachers, other adults, your parents.

At our school we will:

- Listen and ask what you have done about it
- Investigate what happened
- Work out the best way to handle the situation together
- Check how you are feeling
- Let you know that reporting is sensible to help you feel safe.

IF HARASSMENT KEEPS ON HAPPENING

- KEEP ON REPORTING
- KEEP ON TELLING
- **DON'T GIVE UP!**

A HAPPY SCHOOL

Everyone has the right to work and play in a safe and caring school environment

You can be kind and thoughtful to others by:

- Greeting people with a smile
- Saying thoughtful things to others
- Including people in your games and activities
- Being aware of how your behaviour affects others
- Changing your behaviour when it is upsetting someone
- Getting to know new people and making them feel welcome

[Please refer to Behaviour Codes Policy and Procedures, for further information]