



Student Harassment Policy

Rationale

At Cardijn College the value of respect is of utmost importance. Deep respect for one's self and one's neighbour is grounded in an understanding of the sacredness of our humanity, our relationship with God and our connection with the values of the Gospels.

Policy Statement

Cardijn College defines harassment as inappropriate behaviour towards another person in such a way or in such circumstances that the other person feels victimised, undermined, threatened, offended, humiliated or intimidated. Bullying and cyber bullying are a serious form of harassment. *Cyber bullying is bullying which uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies – such as email, chat room, social media, discussion groups, instant messaging, webpages or SMS (text messaging) with the intention of harming another person.* (**Cyber bullying, e-crime and the protection of children.** Pamphlet for parents and caregivers - Government of SA, Catholic Education SA, AISSA)

In accordance with this Cardijn College will:

- treat all members of the community with equity and dignity and seek to act according to Gospel values. It is in this context that the bullying and harassment of any person is not tolerated
- actively seek to make the College a secure and happy place in which to work for both staff and students
- ensure that the rights of all individuals are respected
- ensure that any person who has experienced a form of harassment will be appropriately supported.

Responsibilities

The School Board will:

- develop, monitor and review the Policy in accordance with legal requirements and the Church's teachings

The school leaders will:

- be familiar with, understand and be committed to implement the policy and procedures for dealing with harassment
- provide opportunities for staff and students to grow in understanding, acceptance and demonstration of respect for the dignity and rights of all individuals
- implement programs and education in dealing with bullying and harassment
- provide and promote information on bullying and harassment
- provide training in the management of bullying and harassment
- develop strategies for minimising bullying and harassment
- allocate resources to facilitate ongoing training and support for bullying and harassment education and programs.

Date approved: May 2018

Date of the next review: May 2021

The school personnel will:

- be familiar with, understand and be committed to implement the policy and procedures for dealing with harassment
- monitor any incidents of harassment and respond according to procedures including reporting and documenting these as appropriate
- deliver an educational program that engages students in developing skills and strategies in dealing with bullying and harassment
- work with the families concerned in an immediate manner to uphold the equity and dignity of each individual.
- explicitly teach the process for reporting incidents of harassment as outlined in the Bullying and Harassment Brochure
- explicitly teach the ICT Policy.

The student will:

- be familiar and act in accordance with the Student Harassment Policy
- be familiar and act in accordance with the Bullying and Harassment brochure
- be familiar and act in accordance with the ICT Policy.

The parents will:

- become actively involved in the discussion and decision-making relating to their child's behaviour in terms of harassment
- encourage their children to respect and support the rights of others in the provision of a safe, caring and Christian learning environment
- be involved in a process of development, implementation and review of the Student Harassment Procedures.

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