



Discrimination, Bullying and Harassment

Rationale

At Cardijn College the value of respect is of utmost importance. Deep respect for one's self and others is grounded in an understanding of the sacredness of our humanity, our relationship with God and our connection with the values of the Gospels. Everyone has the basic human right to be treated with dignity and respect, free from any form of discrimination. Any distinctions that detract from this right are unacceptable. It is also of utmost importance that the College environment is free from any form of harassment

Policy Statement

Cardijn College defines discrimination, bullying and harassment as inappropriate behaviour towards another person in such a way or in such circumstances that the other person feels embarrassed, deliberately excluded, offended, upset, devalued, degraded, afraid, frustrated or angry. It is behaviour that is unwelcome, unreciprocated, uninvited and usually repeated. It is behaviour that breaches proper and professional conduct.

In accordance with this Cardijn College will:

- treat all members of the community with respect equity and dignity and seek to act according to Gospel values. It is in this context that the discrimination, bullying and harassment of any person is not tolerated
- actively seek to make the College a secure and respectful 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 discrimination, bullying and 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
- allocate resources to facilitate ongoing training and support for discrimination, bullying and harassment education and programs.

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Date of next review: May 2024

The school leaders will:

- be familiar with, understand and be committed to implement the policy and procedures for dealing with discrimination, bullying and 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 discrimination, bullying and harassment
- provide and promote information on discrimination, bullying and harassment
- provide training in the management discrimination, bullying and harassment
- develop strategies for minimising discrimination, bullying and harassment.
- implement protocols (e.g. grievance procedures) for resolving issues or complaints

The school personnel will:

- be familiar with, understand and be committed to implement the policy and procedures for dealing with discrimination, bullying and harassment
- monitor any incidents of discrimination, bullying and harassment and respond according to procedures. This includes reporting and documenting these as appropriate
- deliver an educational program that engages students in developing skills and strategies in dealing with discrimination, bullying and harassment
- work with the families concerned in an immediate manner to uphold the dignity of each individual
- ensure the rights and sensitivities of individuals are protected and confidentiality is maintained.
- explicitly teach the process for reporting incidents of discrimination, bullying and harassment as outlined in the Discrimination, Bullying and Harassment Brochure
- explicitly teach the ICT Policy.
- abide by the SACCS code of conduct at all times.

The student will:

- understand and act in accordance with the Discrimination, Bullying and Harassment Policy
- understand and act in accordance with the Discrimination, Bullying and Harassment brochure
- understand 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 discrimination, bullying and 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 Bullying, Harassment and Discrimination Procedures.

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