POLICY STATEMENT
MacKillop Catholic College will not accept any form of harassment and will act accordingly to ensure a safe and inclusive environment for members of the College community.

DEFINITION
Harassment is unwelcome, uninvited and usually repeated behaviour that causes another person to feel offended, humiliated, intimidated, hurt, insulted, frightened or ridiculed.

Environment
The “Environment” includes all environments whether they be physical, visual, aural or virtual.

RATIONALE
MacKillop Catholic College seeks and affirms each person’s worth, dignity and vocation. The College recognises its responsibility to ensure that the rights of its employees, students and volunteers are protected.

GUIDELINES
1. A safe, secure environment will be provided for all members of the school community, fostering a physical environment which encourages positive behavioural patterns.
2. Compliance with all relevant anti-discrimination and harassment legislation will be ensured.
3. Every effort will be made to counter the view that harassment is an inevitable part of school life.
4. A preventative approach to harassment rather than a reactionary or crisis management approach will be encouraged.
5. An agreed set of procedures will be followed, incorporating a restorative justice approach that treats the complainant, the harasser and the bystanders in a just way.
6. The College reserves the right to report serious harassment to the appropriate authorities.

BOARD APPROVED 2012
TO BE REVIEWED 2014