



Bullying POLICY

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Definition:

Bullying is the misuse of power by an individual or group with intent to oppress or injure either physically or emotionally. Bullying may be based on disability, race, ethnic background, religion, gender or other personal characteristics. It is usually deliberate and repetitive.

Physical bullying includes fighting, pushing, spitting, kicking, invasion of personal space, damaging other people's possessions or unwelcome sexual approaches, unacceptable gestures and exclusion.

Verbal bullying includes name calling, offensive or threatening language, taunting, racist insults and sexual harassment.

Electronic bullying includes the use of technology to bully by using text messaging, cameras, email and internet chat rooms.

Reporting Process

Anyone subjected to any bullying is encouraged to:

- Take clear and assertive action on their own behalf in the first instance. To speak up and request that the action stop.
- Talk to a trusted person and if necessary their Form Teacher.
- Report the bullying to bully@sebas.vic.edu.au

If bullying persists contact his/her House Manager or ask a trusted person to do so on his/her behalf. The House Manager will investigate the complaint. The investigation may involve:

- An interview.
- Notification of parent or guardian.
- Counselling.

Disciplinary action may include counselling, detention, suspension, restorative conferencing and in serious cases legal action.

The Staff Role

As employees, all staff have a duty to ensure that any bullying brought to their attention or personally witnessed is addressed as soon as possible.

The Parent Role

Parents can report bullying to the appropriate House Manager by telephone or may email their concerns to: bully@sebas.vic.edu.au

Wrongful Accusations

It is against the law to make a wrongful accusation against another person. Any person wrongfully accused of harassment may take a defamation complaint to the Courts.

Notification: Please report Bullying to: bully@sebas.vic.edu.au

This policy was last ratified by School Council in....

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