



# NATHALIA SECONDARY COLLEGE

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## ANTI-BULLYING AND ANTI-HARASSMENT POLICY

### **Purpose of policy**

Nathalia Secondary College is committed to providing an environment that is free of all types of harassment and bullying and to providing an environment that promotes learning, personal growth, positive self-esteem and community mindedness.

The purpose of the Anti-bullying and harassment policy are:

1. To provide clear definitions of what is and what is not bullying and harassment.
2. To educate the College community on the impact of all forms of bullying and harassment.
3. To deal with bullying and harassment incidents as they occur
4. To promote resilience and empathy in whole College community within a framework of School Wide Positive Behavior.
5. To provide clear procedures for everyone to report incidents of bullying.

### **Guideline**

1. The bullying and harassment policy is to be incorporated in the Personal Responsibility Policy found on the College web site.
2. There will be education re bullying/harassment/resilience.
3. The College community will receive advice and strategies for resolving/identifying, bullying and harassment.
4. New students and staff informed of policy and procedures at start of their time at school.

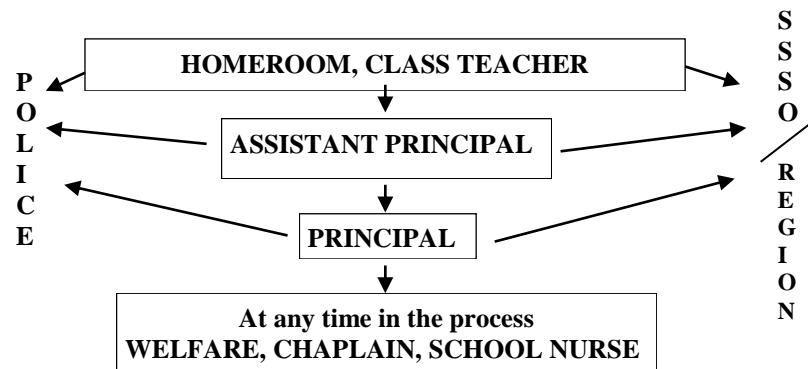
### **Implementation**

1. Constructive strategies to deal with harassment will be used in school programs.
2. A survey of students is to be completed which will provide data on the following:
  - The incidents of bullying and harassment in the school
  - Where it occurs
  - Who is involved in it
3. In any incidents of bullying/harassment, support and education will be provided to all involved.
4. Through the curriculum students will be educated in School Wide Positive Behaviors as it relates to bullying and harassment including cyber.
5. The College community will provide support when disclosing bullying and harassment, where the privacy and dignity of all parties will be ensured.
6. There will be a staged response including any police intervention and/or mandatory reporting required.



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The following staged responses will be implemented:



Other documents that relate to this policy –

- Acceptable Use Agreement - Computer
- DEECD student engagements and inclusion guidelines.