



*'Achieving Excellence'*

## FAIRHILLS HIGH SCHOOL

### **BULLYING, SEXUAL HARASSMENT & DISCRIMINATION POLICY**

Ratified 14/10/02

Revised 13/02/07

#### **POLICY**

Fairhills High School believes that each member of the school community has the right to be treated with respect, free from bullying/sexual harassment, prejudice, discrimination, physical and/or emotional abuse or intimidation.

#### **GUIDELINES**

1.1 Each year the school will provide a range of educational activities on this issue to ensure that:

- a) Year 7 students are made aware of the school's expectations and procedures with an emphasis being placed on individual student responsibility,
- b) existing students and staff are reminded of their responsibilities.

1.2 The school will maintain a set of procedures for dealing with students involved in infringing the expectations. The procedures will have four elements:

- counselling of perpetrators
- counselling of victims
- implementation of strategies to avoid repetition
- sanctions.

1.3 The school will maintain a set of procedures for dealing with staff/student work place expectations related to bullying/harassment/discrimination.

1.4 The school will develop and periodically review documents that describe the procedures referred to above.

1.5 Documentation will be reviewed every 3 years.

#### **ASSOCIATED DOCUMENTS AND WEB SITE**

- DE&T Circular 168/2002 Sexual Harassment Policy and Procedures
- Bullying, Harassment & Discrimination- Educational Programs.
- Bullying, Harassment & Discrimination – Implementation Procedures.
- <http://www.eduweb.vic.gov.au/bullying/geninfo/geninfo.htm>