“What is Harassment?
It is any behaviour that is unwelcome.
It happens when an individual (student or teacher) or group says, writes or does anything, which makes someone feel uncomfortable, embarrassed, frightened or powerless.

Some examples of harassment include:

**Scope**

**Physical**
- Any form of physical violence such as hitting, shoving, pushing, flicking, pinching or using unnecessary force.
- Interfering with another person’s property by stealing, hiding, damaging, destroying it or simply knocking it to the ground.

**Verbal**
- Using offensive names, gestures, teasing or spreading rumours about others or their families.
- Making negative comments about another person’s appearance, abilities or achievements.

**Visual**
- Put downs about another person’s racial, cultural, religious or social background.
- Writing offensive notes or graffiti about others.
- Writing about someone’s body or private life.

**Victimisation**
- Hurtfully excluding others from a group.
- Getting a group or gang together to frighten or humiliate someone/picking on them/threatening ‘to get’ people.
- Leering or staring deliberately.
- Making threats to harm a person or property.

**Sexual**
- Unwelcome questions about a person’s private life.
- Making sexually suggestive comments about a person’s appearance.
- Invading someone’s personal space.
- Inappropriately touching or brushing against someone.
- Commenting about someone’s morals or sex life.
- Sending text messages of a sexual or intimidating nature.
- Sending photographs of a pornographic or sexual nature via any electronic means, including emails, mobile phones etc.

What are some of the effects of harassment?
- Loss of self confidence
- Feeling threatened at school
- Low self esteem
- Poor health
- Missed classes
- Lack of sleep
- Poor performance
- Absenteeism
- Leaving the school

Bullies depend on silence
- Report instances of unwelcome behaviour directed at you or others to your:
- Head of House, Head of Section or any staff member with whom you feel comfortable to make such a report.

Some common reactions when harassment occurs
Do these sound familiar?
“Can’t you take a joke?”
To put someone down, ridicule them or make them feel uncomfortable is not a joke. This is harassment.

“I’ll ignore it and it’ll go away.”
If you give the impression that the behaviour is OK, things may get worse.

“I don’t want to make things worse.”
Remember that helpers will be sensitive to the way you would like to deal with and solve the problem. Most cases of harassment are actually solved with a little help.

“Am I a ‘dobber’ if I seek help?”
No, you’re not - especially if you’ve asked the person to stop and they haven’t. You have a right to feel safe.
Beaconhills Anti-Harassment Policy

“Everyone has the right to feel safe at all times”

Responsibilities
1. To treat others with tolerance, understanding and courtesy.
2. To understand that everyone should have an equal opportunity to learn.
3. To behave in a way which shows respect for ourselves as learners by participating fully in all activities, striving to produce our best efforts and by being open to new knowledge.

Rights
1. To be part of a supportive community.
2. To be treated fairly and with respect as individuals.
3. To learn and teach without disruption.
4. To have one’s property respected.

Cyberbullying
Cyberbullying involves the use of information and communication technologies such as e-mail, mobile phone and pager text messages, instant messaging, defamatory personal websites, chat rooms, discussion groups, short messaging service (SMS), Multimedia message (MMS), Weblog (Blogs) and defamatory online personal polling websites, to support deliberate, repeated, and hostile behaviour by an individual or group, that is intended to harm others.

People can also be bullied online by groups of people such as class groups or collective members of an online community.

Cyber stalking behaviours can include threats, cryptic messages and sexual innuendo that occur in a frequent and intrusive manner.

Examples of cyber bullying may include but are not limited to:
• Sending cruel, vicious, and sometimes threatening messages.
• Creating web sites that have stories, cartoons, pictures, and jokes ridiculing and teasing others.
• Posting pictures of classmates online and asking students to rate them.
• Breaking into an e-mail or user account and sending vicious or embarrassing material to others.
• Engaging someone in IM (instant messaging), tricking that person into revealing sensitive personal information, and forwarding that information to others.
• Taking a picture or video of a person without permission using a digital or phone camera and sending that image to others or publishing that image on the WWW.
• Spreading of rumours online.

Anyone can be bullied online and the bully can act anonymously if he or she desires.

Incidents of harassment will carry consequences from apologies through to suspension applied in accordance with gravity, frequency and mitigating circumstances.

Harassment will not be tolerated under any circumstances.

Our College recognises that all individuals have a legal right to protection under the COMMONWEALTH SEX DISCRIMINATION ACT and the VICTORIAN EQUAL OPPORTUNITY ACT.

• Contact close friends, school counsellors, teachers, parents, your Head of House or Head of Section.
• Do not reply to messages from cyber bullies.
• Do not erase or delete messages, email address, mobile phone number from cyber bullies.
• Keep a note, copy or screenshot of date and time the message(s) are received, the URL, nickname of offending person or any other relevant information.

Contact the NetAlert Helpline on (phone) 1800 880 176 or (email) enquiries@netalert.net.au