Katikati College
Anti-Harassment Policy

RATIONALE:

The Katikati College School Board seeks to develop a physically and emotionally safe, caring and inclusive environment that is free of all forms of violence including bullying and harassment (including racial and sexual) so that effective teaching and learning can take place.

All violent behaviour is completely unacceptable in our school. All instances of violence (alleged or observed) will be taken seriously and followed up in line with this policy. The School Board recognises violence as a potential threat to health and safety.

The school is committed to ensuring that all members of the school community (students, parents, staff members, school board members and members of the public) are able to operate in an environment free from harassment.

DEFINITION:

Violence and harassment cover a range of behaviour which is unwelcome, unsolicited, non-reciprocal and that makes a person feel embarrassed, offended, upset, devalued, degraded, afraid, humiliated, insulted or ridiculed. It may also be repetitive behaviour.

Violence and harassment may take many forms including:

- Physical assault.
- Verbal abuse, including indirect harassment such as spreading rumours, harmful gossip, exclusion or deliberate rudeness that is intended to harm, ridicule, diminish or marginalise others.
- Intimidation, including aggressive body language, postures or gestures and threats of violence.
- Discrimination against others on the basis of their race, colour, culture or religious/spiritual beliefs/disability.
- discrimination against others on the basis of gender or sexual orientation.
- Written abuse, including text messages, emails, social media and the creation of pages or websites that encourage or facilitate any form of harassment.
- Sharing images of others (manipulated or not manipulated) without explicit consent.

GUIDELINES:

1. A whole-school approach is required to ensure a safe school environment. The approach is to be long-term and sustainable.

2. All members of the school have a responsibility to recognise violence and harassment and to take action when they are aware it is happening either as a bystander or personally involved.

3. The school's philosophy about violence and harassment and the range of remedies available will be made explicit to students, staff and parents.

4. Any reports of violence or harassment, including via text messages and websites, should be treated seriously and appropriate action taken. Appropriate actions for students are outlined in the Pastoral Wellbeing at Katikati College Handbook which is made available (online) to all staff annually and 'Guidelines for addressing bullying'. Staff and parents are to follow the complaints process.

5. Students breaching this policy while under the jurisdiction of the school will be dealt with in accordance with the school's discipline framework and may be liable to stand-down, suspension, exclusion and/or expulsion in accordance with the Education and Training Act 2020 and Education (Stand-Down, Suspension, Exclusion and Expulsion) Rules 1999.

6. Students breaching this policy while not under the jurisdiction of the school but whose action impacts on safety and learning within the school may also be dealt with according to the school's discipline framework. This, in particular but not exclusively, relates to violence or harassment which is located in the digital environment, rather than in a physical location.

7. If "in School" remedies fail to address the reported concerns, the following courses of action are available, but not limited to, the complainant:

- seek to make a complaint through the Human Rights Commission
- a complaint to the Police
- a referral to NetSafe (bearing in mind that the School can contact NetSafe for advice about cyberbullying at any time - not only following an incident).
- a referral to the Health & Safety Representative
- a complaint to WorkSafe
- seek advice from the relevant union representative

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