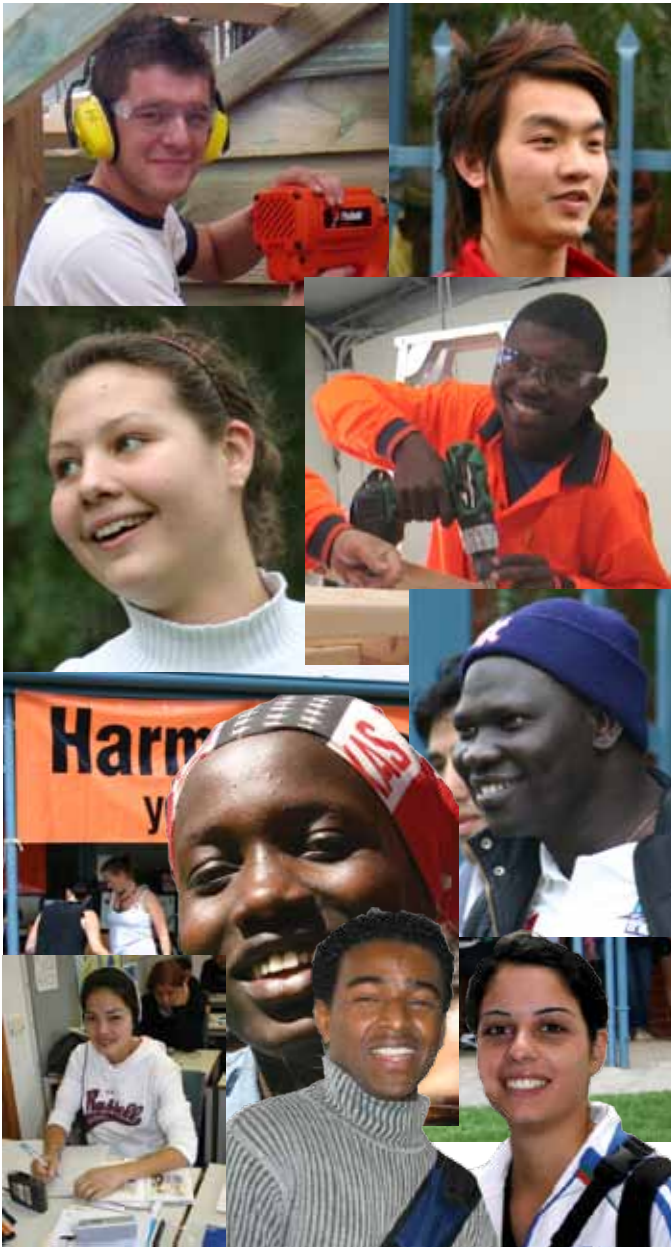


Thebarton Senior College - a happy,
safe and supportive learning
environment for all!



Contact People

All counsellors and teachers can provide you with advice and support in dealing with bullying, racial or sexual harassment.

Further Information

Thebarton Senior College Bullying, Racial and Sexual Harassment Policy and Grievance Procedures

(Available from any contact person)

Thebarton Senior College Racial Discrimination Policy and Grievance Procedures

(Available from any contact person)

Department for Education and Child Development Parent Complaints Management Unit

Phone: 1800 677 435

Equal Opportunity Commission

45 Pirie Street, Adelaide, SA 5000
Phone: 8207 1977

Interpreters

The Equal Opportunity Commission has interpreters available to support a person making a complaint. Please ask for an interpreter if you need one.

Phone: 8207 1977



Government of South Australia
Department for Education and
Child Development



Thebarton
SENIOR COLLEGE

Bullying, Racial and Sexual Harassment

Your Rights and Responsibilities



It's not on at Thebarton!

Thebarton Senior College has a legal responsibility under the Equal Opportunity Act (1984) to provide fair treatment for all who work and learn at this site.

Bullying, racial and sexual harassment are regarded as serious issues and the College is committed to providing a working environment free from such harassment. The purpose of the College's Bullying, Racial and Sexual Harassment Policies and Grievance Procedures are to protect individual rights and, in the event of any harassment occurring, to return the working, learning environment and relationships to normal as soon as possible.

What is Racial Harassment?

Racial harassment is behaviour which involves offensive, humiliating or intimidating physical or verbal behaviour, which offends people on the basis of their racial origins.

Some forms of racial harassment are:

- name-calling or teasing
- degrading remarks about names, accents, appearances, colour, language or culture.

What is Sexual Harassment?

Sexual harassment is making unwelcome sexual conduct which makes a person (male/female, of the same or opposite gender, same-sex attracted, bisexual and transgender) feel offended, humiliated, embarrassed, and/or intimidated.

It is the feelings of the victim not the intention of the harasser that matters.

Some forms of sexual harassment include:

- teasing, calling names and/or making rude gestures
- making suggestive comments
- staring and ogling
- touching another person in a way that makes them feel uncomfortable
- pestering someone to go out
- persistently making unwelcome requests for sexual favours
- sending offensive messages in writing, in pictures or by email, texting or on Facebook or similar social media sites.

Who may be involved?

Sexual and racial harassment may occur:

- between students
- between staff and students - from a staff member to a student or from a student to a staff member.

What can it cause?

Sexual and racial harassment can cause:

- poor study performance
- academic results which do not reflect ability or effort
- absenteeism due to stress
- withdrawal from school or from particular courses and therefore reduced career prospects
- loss of self confidence and self esteem.

What is your responsibility?

- to behave in ways that do not cause another person embarrassment, discomfort or distress
- to behave in ways that do not disrupt learning
- to be observant and report incidents of harassment
- to be informed about personal rights and responsibilities
- to seek further information if in doubt.

What does the Law say?

It is unlawful for a student over the age of 16 years of age to sexually harass another student or staff member.



Bullying or Harassment - How might I feel?

If someone's behaviour makes you feel

- offended
- humiliated
- intimidated
- frightened or
- uncomfortable in the class, yard or anywhere else on this site

then you have the right to object.

How can I deal with it?

Bullying, racial or sexual harassment can be dealt with in any of the following ways:

- tell the harasser you object to the behaviour and do not want it to be repeated
- discuss the situation with a teacher or counsellor at the College
- make a formal complaint to the Principal who will investigate and resolve the situation. The Principal may delegate another staff member to investigate and resolve the situation
- you or your parent or caregiver may contact the Parent Complaint Unit at any stage of the process at free call 1800 667 435 or you can email **DECD.ParentComplaint@sa.gov.au**.