

HARASSMENT POLICY

Purpose

Students are entitled to receive their education, and the whole School community is entitled to work in a safe environment, free from harassment.

Definition

Harassment is behaviour which is hurtful or offensive by one party to another (whether or not it is conveyed to that party) and which is either repeated or of such a significant nature that it has a detrimental effect on that other person.

Harassment can be based on race, ethnic or national origin, gender, religious or ethical belief, political affiliation, academic achievement, physical appearance or disability, ability and sex.

Harassment can arise from jokes or innuendo, physical contact or physical assault, bullying, comments, abuse or gestures, offensive questions, public display of offensive material, and can be spoken, written, (including electronic transmissions), signs, visible representations or sound recordings or implied by antics or behaviour. Sexual harassment and racial harassment are more particularly defined in the Human Rights Act 1993.

Policy statement

Harassment in all its forms has no place at Christchurch Boys' High School. Our School seeks and affirms each person's worth, dignity and vocation. Harassment strikes at the basis of these values and prevents students reaching their potential. Christchurch Boys' High School aims to eliminate harassment of students, staff members and others in the school community by achieving the following:

- Reinforce that harassment is an unacceptable part of School life;
- Provide a safe, secure learning environment for our students;
- Create a supportive environment;
- Provide suitable counselling services for the victim and the offender;
- Provide procedures that will be followed in instances of harassment that will ensure all complaints are dealt with fairly and equitably;
- Provide a physical environment that engenders appropriate and acceptable behaviour;
- Value diversity in individuals and the rights of all people;
- Teach strategies to recognise and respond to harassment;
- Encourage self-respect and respect for others
- Encourage students to share problems of harassment and seek assistance from staff.

There is an expectation that all members of the school community have a role in recognising and reporting incidents of harassment .

Procedures

Refer to the Headmaster.

Adopted by: Board of Trustees March 2008
Next review: February 2011