



Beerwah State High School

Anti-Bullying & Harassment Policy

Bullying is an ongoing attack causing distress not only at the time of the attack, but with the threat of future attacks. It may involve an imbalance of power or conflict between parties.

The three most common features are:

- *It is a deliberate and hurtful behaviour.*
- *It is repeated.*
- *The person being bullied feels powerless.*

Harassment is any unwelcome attention that is offensive, humiliating or intimidating. It is designed to make the person feel embarrassed, frightened or uncomfortable because of a comment or action. Harassing behaviours are directed toward someone on the basis of differences such as gender, racial background, religious or cultural beliefs, sexual orientation, ability and disability, socio-economic status.

Types of Bullying/Harassment include:

- **Physical:** hitting, kicking, and taking belongings.
- **Verbal:** name-calling, insulting remarks, threats or threatening language spreading untruths.
- **Social alienation:** rejection and exclusion from group, public humiliation.
- **Non-verbal:** hand gestures, dirty/intimidating looks, body posturing.
- **Intimidation:** graffiti, defacing of property, extortion, coercion, use of weapons.
- **Cyber interactions:** via any device or media.

Management of Bullying & Harassment:

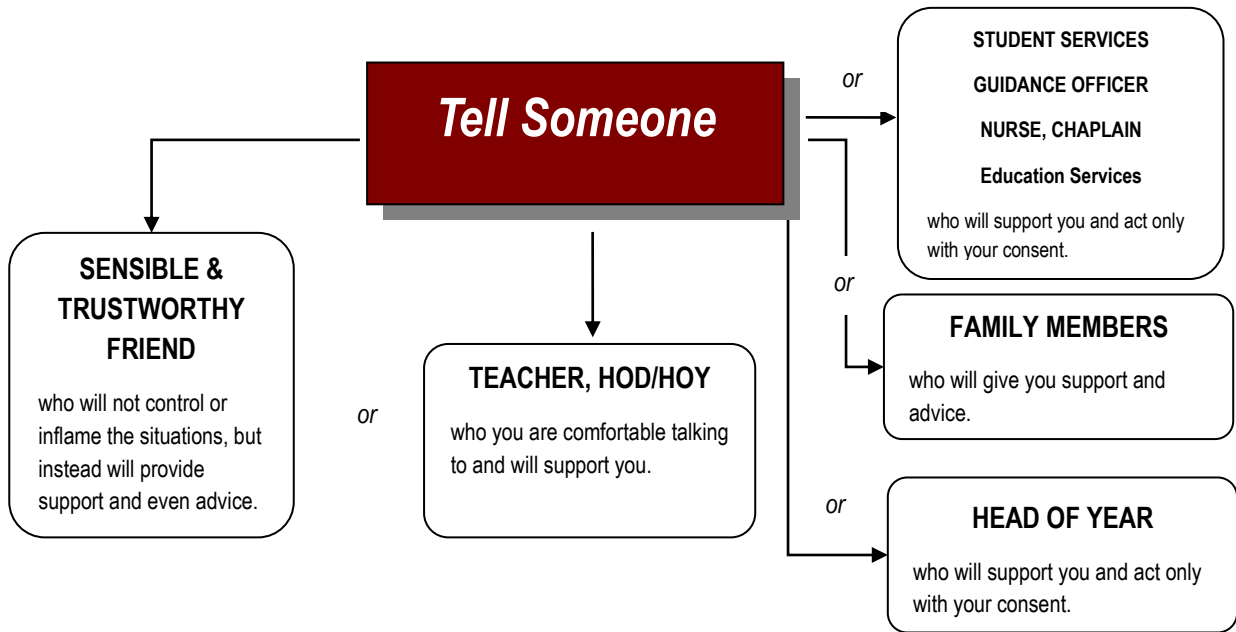
It is expected individuals will report any alleged incident of bullying to a staff member. Therefore, a secondary incident of bullying, which happens in isolation to the original incident, is seen as retaliation and is NOT acceptable under any circumstances. Any unreported incident is in breach of the individual's responsibility and will be seen as a mechanism to avoid consequences for their actions. Research shows generally, bullies do not report interactions until an allegation is put to them by a person investigating their involvement in a bullying incident. The bully generally then makes excuses for their actions. The compulsory reporting process validates the victim's report of the incident and reduces the influence of the bully.

Behaviour	School Action	Who may be involved?
Low level bullying/harassment e.g. a passing comment on your way into class, a 'dirty look' on the pathway.	<ul style="list-style-type: none"> • First offence: warning and incident report 	<ul style="list-style-type: none"> • Students • Family members • Staff
Repeated / increased bullying or harassment by the same person, or their friends.	<ul style="list-style-type: none"> • Second offence: detention & parental notification. • Third offence and subsequent offences: suspension. • In serious cases the Police Service may be involved. 	<ul style="list-style-type: none"> • Students • Family members • Staff • Administration • Possibly police

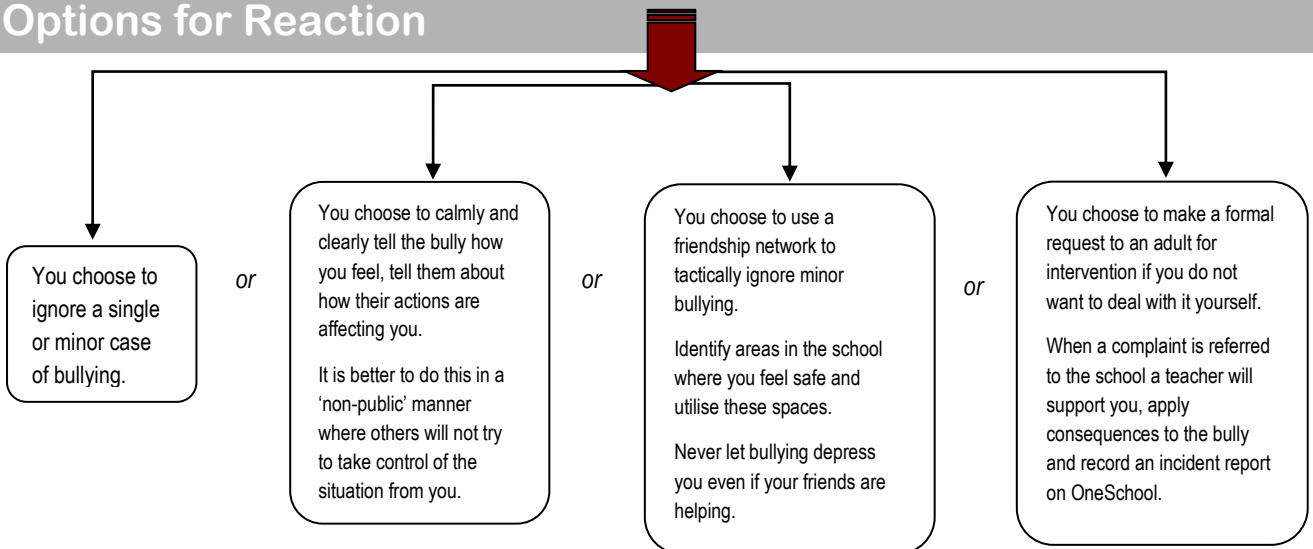


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Options for Action



Options for Reaction



Desired Outcome

