Respectful Behaviour Policy

Introduction

The policy applies to all members of the Clarendon community, including visitors and independent contractors. It should be read in conjunction with the Complaints Resolution Policy.

Policy

All members of the Clarendon community have a right:

- to be safe
- to be respected
- not to be bullied or harassed

The College encourages anyone who feels that their rights have been breached to report the matter.

Bullying

Bullying is behaviour that victimises, humiliates, undermines, or threatens a person or group of people, where there is an imbalance of power in the relationship. Bullying is not a one-off, isolated incident or an argument where two individuals have differences of opinion.

Types of bullying may include:

- Verbal abuse or verbal denigration;
- Malicious use of electronic communication and / or social media;
- Spreading malicious rumours or gossip;
- Teasing (especially about a person’s family, sex, sexuality, race, culture, education or economic background);
- Exclusion or isolation;
- Intimidation;
- Unwanted physical actions, such as pushing, poking or grabbing;

Harassment

Harassment is unwanted behavior that offends, humiliates or intimidates a person, targets them on the basis of a characteristic such as gender, race or ethnicity.

Examples of harassment can include:

- Displaying material that is racist, sexist, sexually explicit, homophobic etc in the school or circulation via paper, phone, email, or social media;
- Verbal abuse or comments that denigrate people because of their sex, pregnancy, race, age, sexuality, disability etc.;
- Offensive jokes or gestures based on these characteristics;
- Ignoring, isolating or segregating a person or group because of these characteristics;
- Staring or leering in a sexual manner;
- Unwanted physical contact of a sexual nature;
- Unwanted sexual advances or requests for sexual favors;
A person cannot be accused of sexual harassment if the other person overreacts to a comment or gesture that most people would regard as non-offensive. In dealing with these matters, we seek to be fair and consistent and wherever possible, consequences are related to the initial behaviour. The Complaints Resolution Policy details our approach to matters concerning staff members.

In terms of managing student behaviour, our approach is to take disciplinary action out of the “punishment” arena so that it is viewed in the context of personal growth. We aim to educate our students to value themselves and others as individuals, who respect the rights of other community members and who can incorporate this awareness into their daily decision making and actions. As such, disciplinary action will require students to take responsibility for the effect that their disrespectful behaviour may have had on others and where possible to make reparation.

The Respectful Behaviour procedure outlines how incidents of disrespectful behaviour should be reported and subsequently managed.

**Supporting Documentation:**
- Respectful Behaviour Procedure
- Complaints Resolution Policy

**Point of Contact:** Director of School Operations  
**Responsibility of:** Principal  
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