



EASTSIDE LUTHERAN COLLEGE ANTI-HARASSMENT POLICY

DEFINITION

Anti- harassment includes the condemnation of any attitudes or behaviours which result in harassment of other people. It also involves the provision of an orderly and secure environment in which all people can realise their full positive potential without interference from others.

Harassment occurs whenever another person is repeatedly and deliberately embarrassed, upset, physically hurt or molested by someone else.

It includes:

1. **Bullying**

- physical (punching, hitting, spitting, damaging property);
- verbal (name calling, ridicule, threats, rumour-spreading);
- non-verbal (extortion, intimidation, threatening signs, ostracism);

2. **Racism** (comments, gestures, ostracism based on nationality, skin colour, ancestry);

3. **Religious Discrimination** (ridiculing religious beliefs and practices);

4. **Sexual Harassment** (deliberate, uninvited, unwelcome comments or actions of a sexual nature).

PRINCIPLES

In all cases, the scriptural principles of reconciliation in Matthew 18:15-17 will be followed.

“If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.

“If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector.” (NIV)

REPORTS AND RECORDS

Any person who suffers harassment which has occurred on the College grounds, in connection with a College related activity or through social media activity linked to the College should report the incident to the College so the matter can be investigated by the appropriate authorities.

It is vitally important that teachers keep confidential written records of all incidents (events, facts, dates, times, places, witnesses and action taken), access to which is limited to anti-harassment personnel.

GENERAL EXPECTATIONS

- All members of the community are expected to:
- Care for and support one another.
- Act positively to restore relationships.
- Report harassment so that the offender and the victim can receive help.
- Make it clear to the person concerned that it is offensive and must stop immediately.

RESPONSE TO HARASSMENT

The aim of the response to harassment is to restore relationships and establish a secure and accepting community life and the College actively works to eliminate all forms of harassment in the College.

In all matters relating to harassment the College will endeavour to deal with the matter confidentially and deal with any retaliation strongly. This may include:

- suspension or expulsion of student/s.
- termination of employment of staff member/s employment.
- removal of any community member from the College grounds.
- referral of the perpetrator to legal authorities.

JUST TREATMENT

Where the complainant believes that he/she has not received just treatment after the matter has been fully dealt with by the Principal of the College a written complaint may be made initially to the College Board through a confidential letter to the College Board Chairperson.

Further recourse may occur (in order) through:

1. The Director for Lutheran Education Victoria, New South Wales and Tasmania (LEVNT).
2. The National Director for Lutheran Schools.
3. The President of the Lutheran Church of Australia, Victorian District.
4. The President of the Lutheran Church of Australia.

If after exhausting all the avenues mentioned above and the complainant feels the situation has not been addressed satisfactorily, he/she may lodge a "legal case before these external authorities:

1. The relevant union, in the case of employees who are members of a union.
2. The Human Rights and Equal Opportunity Commission.
3. The Anti-Discrimination Commission.

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