

POLICY STATEMENT

Concordia College expects all interactions to be respectful. Concordia College does not accept harassment and bullying of any kind. Incidents of harassment and bullying that impact on College relationships will be managed in accordance with the College Behaviour Management Policy.

RATIONALE

We act in the spirit of grace because we recognise God's love for us. We acknowledge differences and believe that they enhance and enrich our community. We aim to make people feel valued and respected.

DEFINITIONS

1. Harassment can either be a single instance or sequence of unwelcome offensive comments, communications or actions which causes embarrassment, pain or dis-comfort to another person.
2. Bullying can take a number of forms: physical, verbal, non-verbal, electronic, extortion and exclusion. Bullying is repeated and unjustifiable behaviour.

POLICY PRINCIPLES

1. The primary aim in addressing bullying and harassment is to protect all students by restoring respectful relationships, healing hurt and enabling all members of the College to live together harmoniously and productively.
2. The College's Behaviour Management Policy is based on the principles of Restorative Practice and Natural Justice.
3. Students have the right to have their concerns taken seriously, in confidence and addressed appropriately.
4. Students have the right to report incidents of bullying and harassment without retaliation.
5. The College will work in partnership with parents/guardians to foster respectful relationships.

SCOPE

This policy applies to students, parents/guardians and staff of Concordia College community.

RESPONSIBILITIES**Principal**

- Foster a safe and supportive environment.
- Ensure that strategies are implemented to reduce bullying and harassment throughout the College, including through education programs.
- Delegate the management and delivery of the policy to senior members of staff as appropriate.
- Ensure that sufficient College resources are provided to support this policy.



CHAIR
CONCORDIA COLLEGE INC BOARD

DATED 19 October 2017

IMPLEMENTATION DATE: September 2017

NEXT REVIEW DATE: September 2020

NOTE: This policy is connected to the Student Wellbeing Policy and the Behaviour Management Policy.