

# **BULLYING AND HARASSMENT POLICY**

## **POLICY STATEMENT**

Salesian College Chadstone is committed to providing and maintaining, so far as is practicable, a working environment that is free from all forms of bullying and harassment and is safe and without risks to health.

## **POLICY SYNOPSIS**

The College is committed to providing and maintaining an environment free of bullying and harassment but also to ensuring all members of the community are aware that bullying and harassment are not tolerated.

Although bullying outlines forms of bullying and harassment and provides examples and guidance on what constitutes bullying and harassment.

## **VERSION CONTROL**

## **ISSUE HISTORY**



Informing an employee about unsatisfactory work performance  
Informing an employee about inappropriate behaviour or providing constructive feedback  
Implementing organisational changes  
Performance management processes

Sexual harassment can involve physical, verbal or non-verbal conduct of a sexual nature, which is uninvited and unwelcome. Sexual harassment creates an intimidating and hostile environment which is unacceptable and will not be tolerated. There are many types of sexual harassment. Examples include:

- Sexual or suggestive comments
- Offensive jokes



## **DEFINITIONS**

Workplace bullying Repeated, unreasonable behaviour directed toward an employee, or group of employees, or a student or group of students, or toward another person or group of people who are in an area under the control of the College, and which creates a risk to health and safety.

Repeated unreasonable behaviour Repeated behaviour that a reasonable person, having regard to all

## **RELATED POLICIES**

OH&S Act 2004 & Regulations 2017 <https://www.legislation.vic.gov.au/in-force/acts/occupational-health-and-safety-act-2004/038>

[Occupational Health and Safety \(OHS\) Policy](#)

[Student Pastoral Care and Management Policy](#)