

Personal Harassment and Bullying Policy

YES believes that the self-respect of all learners and staff should be valued at all times and that everyone should be polite and thoughtful towards others and the School environment. It is the individual's responsibility to maintain a 'free from bullying and harassment' environment and they should consider the impact such negative behaviour may have on others.

All harassment or bullying will not be tolerated:

- Isolating someone
- Being looked at, touched or subject to any unwanted sexual harassment
- Sexual images being displayed
- Offensive or suggestive remarks (which may be in a language other than the victim's own) including email, internet messaging, text or website messages.
- Abusive graffiti
- Public chastisement
- Jokes about gender, colour, ethnicity, sexuality or disability

Someone feeling uncomfortable, embarrassed, unsafe or frightened is unacceptable in the School.

This does not affect the rights and responsibilities of staff to challenge and modify inappropriate learner behaviour. However, this must be done in a manner which respects the learner and does not cause public embarrassment or humiliation.

Any type of harassment or bullying experienced should be reported to the teacher or Director of Studies. These matters will be dealt with in confidence, promptly and effectively.