



<b>POLICY TITLE:</b>	Harassment and Victimization of Individuals with a Disability or their Associates
<b>DATE APPROVED:</b>	18 July 2013
<b>DATE FOR REVIEW:</b>	18 July 2018
<b>RELATED DOCUMENTS:</b>	Disability Discrimination Act (DDA) 1992 (Cth) Disability Standards for Education 2005 (DSE)

### **Preamble**

Harassment and victimisation of individuals with a disability, or their associates, includes any action taken, in relation to the disability that is reasonably likely to humiliate, offend, intimidate or distress the person. Such actions are unlawful under the DDA and the DSE.

### **Policy**

Kinross Wolaroi School is committed to ensuring that the school environment is free from harassment and victimisation based on disability. Disciplinary action will be taken against any school community member who breaches this policy.

### **Responsibility of Management**

- Ensure that Codes of Conduct for staff and students explicitly prohibit harassment and victimisation of students with disabilities and/or their associates.
- Ensure the implementation of strategies and programs which support the rights of students with disabilities and their associates to an educational environment that is free from discrimination caused by harassment or victimisation on the basis of disability.
- Provide regular professional development that ensures policies, procedures and codes of conduct are known and understood by all.
- Inform the school community, at appropriate intervals, of their rights and responsibilities in maintaining an environment free from harassment and victimisation on the basis of disability.
- Ensure procedures for handling complaints are fair, transparent, accountable and handled promptly.

### **Responsibility of School Community**

- Comply with this policy
- Be supportive of all measures taken to ensure the rights of individuals with a disability, and their associates, to an environment free from harassment and victimisation.



## **Consequences**

Depending on the severity of the case and the position in the community of the 'offender', consequences may include an apology, counselling, restorative actions, or disciplinary action undertaken by the principal or relevant external body.

Disciplinary action will also be taken, by the Principal, against any person who retaliates against a person making a complaint.

## **Where to go for help or advice**

Staff should approach their supervisor, the Principle or a member of the SMT. Students or their associates should approach their tutor, the Counsellor or a member of the Learning Support Team. The complaint will be forwarded to the Principal for follow-up.

The Principal, in consultation with the complainant, will determine the approach to be taken in resolving the issue.

Individuals can also approach the Australian Human Rights Commission or the state anti-discrimination agency for information and confidential advice.

## **Procedure**

- 1) Take your complaint to the appropriate member of staff.
- 2) All complaints will be referred to the Principal.
- 3) The Principal will arrange a meeting to discuss the approach to be taken and an action plan for resolving the complaint.
- 4) The Principal will ensure that the action plan is implemented and followed by all parties involved.