



FAITHFULNESS IN SERVICE

BISHOP DRUITT COLLEGE

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ANTI BULLYING AND HARASSMENT STATEMENT

Bishop Drutt College is committed to providing a safe learning environment. The physical, emotional, moral and educational health of all students is valued above all else. The College actively discourages bullying and harassment of any kind, in line with current laws in New South Wales that state that bullying and harassment are illegal, as is the victimisation and harassment of anyone reporting bullying.

Sometimes people do not realise that their behaviours can be harmful and also against the law. It is important to realise that bullying and harassment can occur wherever people work or play together.

What is bullying?

There are many different ways that someone can be bullied:

Physical:

Intimidation, invasion of space/privacy, fighting, any unwanted physical attention or touch, gesturing that may include body language/facial expressions, going through other people's bags, hiding property, damaging personal items and threatening behaviour.

Verbal:

Rumours, threatening as an individual or a group, intimidation, name calling, putting people down, offensive language, singling people out because of their appearance, offensive emails and MSN messaging, or text messages.

Sexual:

Offensive jokes, using rude names or commenting about someone's morals, unwanted invitations of a sexual nature, asking questions about someone's private life or making others do so, touching or brushing against someone in a sexual manner, all in either physical, written or verbal forms or obscene gestures.

Exclusionary:

Leaving people out on purpose and/or ignoring someone's presence and not letting them join in a group.

Discriminatory:

Excluding someone because of their race, gender, disability or physical appearance, or their relationships and friendships with others.

Visual:

Offensive notes, SMS messages, drawings, emails, inappropriate use of photos, graffiti.

How does it feel to be bullied?

Powerless, angry, intimidated, depressed, alone, scared, humiliated, unwanted, revengeful, worthless, neglected, embarrassed, blame themselves, low self esteem, can become a bully themselves, in extreme cases may lead to suicide.

What happens when someone is being bullied?

They want to avoid social contact with others
They have a loss of self-esteem and confidence
They have difficulty in expressing emotions
Their schoolwork is affected
Their home life is disrupted



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What should students or others do who have been bullied or have observed bullying?

Be aware that bullies often say or do things to get a reaction out of their target. It is important not to give the reaction that they want but if you feel uncomfortable or upset, you could say to them:

"I do not like you saying that to me."

Or

"I do not like you doing that to me."

Then...

Report the incident. (Including parents/friends/observers)

Management of reports:

Any reports of bullying will be taken seriously by all members of the college community.

The person who claims to have been bullied will be interviewed by the relevant staff member. They will be asked to give a detailed account of the incident, orally or in writing. They may be asked specific questions about the background to the incident and their relationship to the person exhibiting bullying behaviour. Each case will be considered on its merits.

Part of that interview will include asking permission to approach the accused person.

If permission is not given, then a plan can still be formulated, but the accused person should not be approached.

Both sides of the story should be considered.

A plan will be formalised that may include:

- Teaching strategies to combat bullying
- Organising time with a Counsellor
- Organising a conflict resolution meeting
- Informing parents
- Informing Stage Coordinators, Tutors or Heads of House
- Reporting the incident to a member of Senior Management

Roger Oates

PRINCIPAL

April 2007