

TAURANGA GIRLS' COLLEGE SCHOOL BOARD
OPERATIONAL POLICY 17
Anti Harassment Policy

POLICY 17 ANTI HARASSMENT POLICY

Outcome Statement

The Tauranga Girls' College School Board seeks to develop a physically and emotionally safe, caring and inclusive environment that is free of all forms of violence including bullying and harassment (including racial and sexual) so that effective teaching and learning can take place. All violent behaviour is completely unacceptable in our school. All instances of violence (alleged or observed) will be taken seriously and followed up in line with this policy. The School Board recognises violence as a potential threat to health and safety.

Policy

The school is committed to ensuring that all members of the school community (students, parents, staff members, school board members and members of the public) are able to operate in an environment free from harassment.

Expectations and Limitations

Violence and harassment cover a range of behaviour which is unwelcome, unsolicited, non-reciprocal and that makes a person feel embarrassed, offended, upset, devalued, degraded, afraid, humiliated, insulted or ridiculed. It may also be repetitive behaviour.

Violence and harassment may take many forms including:

- Physical assault.
- Verbal abuse, including indirect harassment such as spreading rumours, harmful gossip, exclusion or deliberate rudeness that is intended to harm, ridicule, diminish or marginalise others.
- Intimidation, including aggressive body language, postures or gestures and threats of violence.
- Discrimination against others on the basis of their race, colour, culture or religious/spiritual beliefs/disability.
- Discrimination against others on the basis of gender or sexual orientation.
- Written abuse, including text messages, emails, social media and the creation of pages or websites that encourage or facilitate any form of harassment.
- Sharing images of others (manipulated or not manipulated) without explicit consent.