Anti-Discrimination, Harassment & Bullying Policy

The College's policies, which are made from time to time, are made pursuant to the registration requirements set out in section 47 of the NSW Education Act and the NSW Education Standards Authority.

Contents

Policy and Procedure **3**

1. Application **3**

2. Policy Content **3**

2.1. Statement of Policy 3

2.2. Unacceptable Behaviour 4

2.2.1. Discrimination 4

2.2.2. Harassment 5

2.2.3. Bullying 5

2.2.4. Victimisation 6

2.3. Complaints 6

2.4 Further information 6

2.5 Students with Disabilities 6

3. Referenced Documents **7**

GOAL College Ltd
PO Box 529
Broadway NSW 2007

T: 02 9171 7001
E: office@goalcollege.nsw.edu.au
ABN: 64 604 805 183

Policy and Procedure

1. Application

This policy applies to all students and staff (including contractors and volunteers).

2. Policy Content

2.1. Statement of Policy

The College has a policy of zero tolerance for any behaviour that is discriminatory, harassing or bullying. The behaviour detailed in this policy is unacceptable and also unlawful under the following legislation:

- Anti-Discrimination Act 1977 (NSW);
- Sex Discrimination Act 1984 (Commonwealth);
- Racial Discrimination Act 1975 (Commonwealth);
- Disability Discrimination Act 1992 (Commonwealth);
- Age Discrimination Act 2004 (Commonwealth);
- Work Health and Safety Act 2011 (NSW);
- Fair Work Act 2009 (Commonwealth).

All staff and students have a right to a safe and secure environment, which is free from discrimination, harassment or bullying. The College promotes an environment which fosters learning, personal growth and self-esteem.

All members of the College community have the right to: be respected by others; learn; participate and teach; and be safe and secure.

The College wishes to foster a culture with acceptance and respect for diversity as well as a culture that promotes knowledge and respect for Aboriginal and Torres Strait Islander people.

GOAL College Ltd
PO Box 529
Broadway NSW 2007

T: 02 9171 7001
E: office@goalcollege.nsw.edu.au
ABN: 64 604 805 183

2.2. Unacceptable Behaviour

2.2.1. Discrimination

Discrimination is treating, or proposing to treat, someone unfavourably or bullying them because of a personal attribute protected by law. The College will not discriminate on the following grounds:

- age
- breastfeeding
- disability or impairment
- employment activity
- gender identity
- industrial activity
- lawful sexual activity
- marital status
- parental status or status as the carer
- physical features
- political belief or activity
- pregnancy
- race
- religious belief or activity
- sex
- sexual orientation
- or personal association (with a person who is identified by reference to any of the above attributes)

Discrimination may be direct or indirect.

Direct discrimination happens when someone is treated unfavourably because of one of the personal attributes listed above.

Indirect discrimination occurs when a rule, policy or requirement unreasonably disadvantages someone because of a personal attribute.

No member of the College community will be treated unfavourably because they possess one of the above personal attributes.

GOAL College Ltd
PO Box 529
Broadway NSW 2007

T: 02 9171 7001
E: office@goalcollege.nsw.edu.au
ABN: 64 604 805 183

2.2.2. Harassment

Harassment is behaviour (through words or actions) based on the personal attributes listed above, that is unwanted, unasked for, unreturned, and likely to make GOAL College an unfriendly, threatening, or offensive environment by:

- humiliating (putting someone down);
- seriously embarrassing;
- offending (hurting someone's feelings); or
- intimidating (threatening someone so they behave in a certain way).

Sexual harassment is harassment that involves unwelcome sexual behaviour.

2.2.3. Bullying

Bullying is unreasonable behaviour that is intimidating, threatening or humiliating and repeated over time or occurring as a pattern of behaviour. Bullying can be physical, verbal or indirect, and creates an unfriendly, threatening or offensive environment. Bullying behaviour can take the form of:

- making repeated and unwarranted verbal or written comments
- verbal or physical abuse
- exclusion or ostracism
- intentionally making someone feel uncomfortable or scared
- intentionally damaging someone's property
- making others do things they don't want to do
- sabotaging someone's position, work or reputation.

Reasonable staff or student management actions carried out in a fair way is not bullying. For example informing workers/or students of inappropriate behaviour, providing constructive feedback, or undertaking a performance management process.

Cyberbullying is a form of bullying which is carried out using digital technology including email, chat rooms, discussion groups, online social networking, instant messaging, web pages, apps or mobile phones. It may involve text or images (photos, drawings, video etc).

GOAL College Ltd
PO Box 529
Broadway NSW 2007

T: 02 9171 7001
E: office@goalcollege.nsw.edu.au
ABN: 64 604 805 183

2.2.4. Victimisation

Victimisation is subjecting, or threatening to subject, someone to a detriment because they made a complaint, or asserted their rights, or helped someone else make a complaint or refused to do something that would be discriminatory.

2.3. Complaints

The College's complaints policies exist to address unacceptable behaviour. If you are unable to address an issue yourself, The College encourages you to express your concerns or make a complaint.

Please refer to the Raising Concerns and Complaints Policy, located on the College website.

All concerns or complaints will be treated seriously and expediently. Any investigation of a complaint will be dealt with in confidence and with impartiality.

The College will not allow any person who makes a complaint (or is witness to a complaint) to be victimised.

While The College encourages its staff and students to raise concerns and complaints with the College directly, external complaints may be made to the:

- Anti-Discrimination Board of New South Wales http://www.antidiscrimination.justice.nsw.gov.au/
- Australian Human Rights Commission http://www.humanrights.gov.au/

2.4 Further information

If you require any information relating to anti-discrimination, harassment or bullying, please contact the Principal.

2.5 Students with Disabilities

The Disability Standards for Education 2005 clarify the obligations on education providers and the rights of students under the Disability Discrimination Act 1992 (Cth). The standards cover enrolment, participation, curriculum development, student support services, and harassment and victimisation.

GOAL College Ltd
PO Box 529
Broadway NSW 2007

T: 02 9171 7001
E: office@goalcollege.nsw.edu.au
ABN: 64 604 805 183

The College has a positive duty to make 'reasonable adjustments' for students with a disability. An adjustment is a measure or action taken to assist a student with a disability to participate in education and training on the same basis as other students. An adjustment is reasonable if it does this while taking into account the student's learning needs and balancing the interests of all parties affected, including those of the student with the disability, the education provider, staff and other students.

3. Referenced Documents

The following documents are referenced in this policy and procedure:

- Disability Standards for Education 2005, located at https://education.gov.au/disability-standards-education
- Raising Concerns and Complaints Policy, located on the College intranet
- Safe Use of ICT and social media, located on the College Intranet

GOAL College Ltd
PO Box 529
Broadway NSW 2007

T: 02 9171 7001
E: office@goalcollege.nsw.edu.au
ABN: 64 604 805 183