

# ANTIBULLYING POLICY

Cobar High School rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the school.

**Bullying**, is an act that causes hurt, sadness or fear in another person. This can be done by a group, an individual or a group of individuals.

**Harassment** is sustained bullying of an individual or group.

**Vilification** is calling people names and spreading rumours or gossip.

Bullying behaviour can be

- **verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical** eg hitting, punching, kicking, scratching, tripping spitting
- **social** eg ignoring, excluding, ostracizing, alienating, making inappropriate gestures
- **psychological** eg spreading rumours, dirty looks, hiding or damaging possessions,
- **cyber** eg malicious SMS and email messages, inappropriate use of camera phones

## Staff

- Will act as role models of responsible and tolerant behaviour.
- Will listen to reports of bullying.
- Will protect the victim from further immediate harm.
- Will take the appropriate action to help rectify the problem.
- Will record the incident.

## Students who are bullied

- Will speak to a parent, teacher or another responsible adult and give them the full details of the event or problem, and record the details. This should be done as soon as possible.

## Student witnesses to the bullying

- Will intervene if they are able to do so safely.
- Will immediately seek staff assistance if they can't intervene.

## Parents

- Should listen sympathetically to reports of bullying.
- Will report the problem to the appropriate Staff members.
- Should work with the School in seeking a permanent solution.

## EVERYONE MUST BE RESPONSIBLE

Cobar High School will not tolerate discrimination against others.  
This includes discriminating on the basis of gender, sexuality,  
religion or disability