



## **St Leo's College Bullying, Harassment, and Discrimination Policy**

### **Overview**

St Leo's College is committed to providing an environment that is safe, respectful, inclusive and accepting.

St Leo's Residents, Staff Members, Councillors and Guests have the right to live, study, and work in an environment that is free from bullying, harassment and discrimination. They each also have the right to be treated with dignity and respect, regardless of gender, gender identity, sexual orientation, race, religion, disability, social background, or other factor.

St Leo's has zero tolerance of bullying, harassment and discrimination. Each of these are counter-community and are jointly and severally, wholly inconsistent with the College's values: Conscience, Compassion, Respect and Excellence.

All members of the College community have a responsibility to play their parts in ensuring the College remains free of bullying, harassment, and discrimination. The College will take swift, proportionate and decisive action where any member of the community conducts themselves in a fashion that breaches this Policy.

### **St Leo's Commitment to Ensuring an Environment Free of Bullying, Harassment & Discrimination**

St Leo's will:

1. Take all reasonable precautions to ensure that no member of the College community is subjected to bullying, harassment, or discrimination;
2. Provide relevant training to Residents and Staff Members to identify and address bullying, harassment, and discrimination;
3. Take all reasonable precautions to provide an environment in which bullying, harassment, or discrimination cannot occur.

Should bullying, harassment, or discrimination be alleged to have occurred, the College will provide appropriate investigation and remedial procedures, as well as support for the survivor of the alleged unacceptable conduct, subject only to statutory authorities' investigations into the same or related incidents.

In the case of harassment constituting sexual harassment, the College's will apply St Leo's Sexual Misconduct Policy, that College instrument adopted from the University of Queensland's parent instrument.

### **Application**

This Policy applies to all Residents, Staff Members, Councillors and Guests while on College grounds, and extends to any forum where St Leo's residents are identifiable as members of the St Leo's College community; for example, at ICC events or city nightspots.

Nothing in the following purports to be inconsistent with Queensland or Federal statutes, and where there is any conflict, the Policy is at all times subordinate to legislation.

## **Definitions**

This Policy adopts the following definitions of bullying, harassment, and discrimination.

### Bullying

Bullying is behaviour directed towards a person or group of people that a reasonable person, having regard for the circumstances, would see as victimising, humiliating, intimidating, or threatening. Bullying can occur face-to-face, over the phone, via email, text messaging, or via social media.

Some non-exhaustive examples of bullying include:

1. Verbal abuse, threats, or intimidation of a person;
2. Swearing at, putting down, or humiliating a person;
3. Deliberately excluding or isolating someone, or coercing them/pressuring them to behave in a certain manner;
4. Hurtful name calling or insulting jokes;
5. Rumours, gossip, or innuendo.

### Harassment

Harassment is any type of behaviour that targets a person because of the person's gender, gender identity, sexual orientation, race, nationality, religion, disability, social background, or other factor, and that a reasonable person, having regard for the circumstances would expect to offend, insult or humiliate. Harassment can occur face-to-face, over the phone, via email, text messaging, or via social media.

Where there is a sexual dimension to the behaviour, the matter is dealt with through St Leo's Sexual Misconduct Policy, mentioned above.

Harassment is often repeated, or a series of different events. However, a single action can be enough to amount to harassment.

Some non-exhaustive examples of harassment include:

1. Making fun of someone because of their race or age;
2. Spreading rumours about someone;
3. Mocking someone's accent;
4. Obscene banners or chants/songs at public events;
5. Downloading and forwarding pornography.

### Discrimination

Discrimination is any practice that makes a distinction between individuals or groups so as to disadvantage some people and advantage others. Discrimination may be direct or indirect.

Direct discrimination is treating any person less favourably because of their sex, race, disability, or other trait, than a person without that characteristic is treated in the same or similar circumstances.

Indirect discrimination results where a requirement, rule, policy, or practice that appears to treat everyone the same, has a disproportionately unfair impact on particular people or groups of people when it is applied.

### **Reporting Bullying, Harassment, or Discrimination**

St Leo's will support Residents, Staff Members, Councillors and Guests who report, witness, or experience bullying, harassment, or discrimination.

Where a person is a survivor of bullying, harassment, or discrimination, they should, if possible:

1. Immediately remove themselves from any instance of bullying, harassment, or discrimination immediately;
2. Seek support from a Peer Support Leader or trusted friend or Staff Member;
3. Report the incident to any Member of the College Executive as soon as practicable.

St Leo's will:

1. Be supportive of any person who makes reports about bullying, harassment, or discrimination;
2. Do all it can to stop the reported activity and where the activity has ceased, do all it can to establish the facts informing the activity;
3. Investigate the allegation in line with the College's Residents' Behaviour Management Policy;
4. Take swift, proportionate and decisive disciplinary action against anyone found to have engaged in bullying, harassment, or discrimination; and
5. Implement and/or refine systems of work to prevent future instances of bullying, harassment, or discrimination, as far as is practicable.

**End of St Leo's College  
Bullying, Harassment, and Discrimination Policy**

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