

FRANKSTON SPECIAL DEVELOPMENTAL SCHOOL ANTI BULLYING POLICY

Rationale:

Frankston Special Developmental School expects all employees to behave in a professional manner and to treat each other with dignity and respect when they are at work. Bullying is repeated unauthorised behaviour that is intimidating, humiliating or hurtful. Examples of behaviour that could be bullying include:

- verbal abuse
- humiliating someone through sarcasm or insults
- intimidation

Aim:

To provide all employees at Frankston Special Developmental School with a healthy and safe work environment free from bullying. Bullying is not an acceptable part of our work culture and can harm a person's health and wellbeing.

Implement:

Anyone who experiences or witnesses bullying should report it as soon as possible. When bullying is reported, it will be investigated quickly. Where necessary a formal investigation will be undertaken and disciplinary action may result. The reporting and investigation procedures for dealing with bullying are outlined in the DEECD Sexual Harassment Policy and Procedures.

Every employee, Principals, teachers, SSO's, ancillary staff and contract personnel has a responsibility to comply with this policy.

This policy was last ratified by School Council in....

November 2008