



Policy Regarding DISCRIMINATION, HARASSMENT AND BULLYING

The Athena School is committed to the development of our workplace and acknowledging the intrinsic dignity and value of all people, and to promote behaviors reflective of the recognition of that dignity and value in our school. We are therefore committed to uphold the laws regarding discrimination, harassment and bullying. We are committed to ensuring that procedures are in place to address any violations of these laws.

Discrimination, harassment or bullying within The Athena School will not be tolerated under any circumstances. Appropriate action will be taken against any person who breaches this policy.

This policy and the accompanying statement set out to safeguard the rights of all those involved in our school and group.

The Athena School is committed to the development of their workplace as an educational community which:

- acknowledges educator, philosopher and humanitarian, L. Ron Hubbard, as the source of the educational philosophy upon which the school is formed,
- believes that the individual himself is basically good and that the individual is himself and not part of his body or mind,
- believes that there are at least two different aspects of the individual's mind, one of which he uses to help himself survive, and the other of which tends to hinder him,
- strives to follow the precepts within the How to Make Good Choices booklet (based on The Way to Happiness booklet).

In keeping with our philosophy, when discrimination, bullying or harassment does occur, either through thoughtlessness or intentionally, we will endeavor to initiate effective procedures based on the principles of natural justice to provide a satisfactory resolution for the complainant. This process will strive to recognize individual rights and enable all parties to keep their sense of self-worth.

Discrimination is treating one person or group less favorably than another or causing them disadvantage.

Harassment is a type of discrimination. In general, unlawful harassment is any form of conduct or behavior which affects a person that is unwelcome or uninvited, is based on unlawful reasons and a reasonable person would have anticipated might humiliate, offend or intimidate the person exposed to the conduct.

Bullying is repeated, unreasonable behaviour e.g. humiliation, intimidation or threat directed toward another that may cause harm, including risks to health and safety. Bullying may also amount to unlawful discrimination or harassment

Discrimination, harassment or are not always intended, acts or behavior, which some see as amusing or trivial, may hurt or offend another. The complainant does not need to demonstrate disadvantage to prove the situation, it is sufficient to have felt offended, humiliated or intimidated by the behavior and for it to be reasonable to have felt that way. Bullying or harassment can often occur when power is used wrongly.

Discrimination, harassment or bullying can have a serious adverse impact on the work satisfaction and performance of staff and students. It can take many forms. It can be overt or subtle, direct or indirect for example, where a hostile feeling/environment is created without any direct attacks being made on a person.

Responsibilities

In an endeavor to address any discrimination, harassment or bullying, The Athena School Executive Council is required to:

- implement this Policy Regarding Discrimination, Harassment and Bullying;
- ensure that appropriate programs and procedures are developed, implemented and promoted in the school community;
- adopt Applied Scholastics International guidelines for educating against and managing discrimination, harassment or bullying;
- access training and awareness raising professional development provisions to ensure that all members of the community are aware of their rights and responsibilities particularly new staff, parents and students;
- encourage the development of a harassment free environment among students, staff, parents and the wider community;
- ensure all staff in managerial or supervisory roles explicitly promote this policy;
- comply with the procedures for managing incidents of harassment as documented in the related policies and procedures.

All members of the school community have the responsibility to conduct themselves in a manner that does not condone any form of discrimination, harassment or bullying by another person.

The Establishment Manager has a responsibility to ensure that all staff members have a copy of or easy access to the following policies:

- Policy Regarding Discrimination, Harassment and Bullying
- Discrimination, Harassment and Bullying Statement for Employees, Contractors and Volunteers
- Child Protection Policy
- Duty of Care Policy
- Workplace Health and Safety Policy
- and related documentation.

The School Executives and all staff are to respond to any report of harassment promptly and in a manner consistent with the processes outlined in the related support documentation.

Approved by the
Executive Council & Board of Directors
of The Athena School Limited

