VALUES:
Each person is made in the image and likeness of God, which calls us to unconditionally accept, respect and reverence ourselves and others.

RATIONALE:
We at Mercy College believe that all members of our school community are entitled to develop fully as individuals (academically, spiritually, culturally, socially, physically and emotionally). Anyone who feels threatened by the actions of others is distinctly disadvantaged in this learning and development process.

The effects of harassment (which includes bullying) are damaging for victim, perpetrator and spectator and all need to be managed respectfully and discreetly as resolutions are developed.

*Harassment occurs when a person engages in repeated unwelcome conduct which offends, humiliates or intimidates another person.*

(M mercy College Student Diary)

POLICY:
Staff, students and parents will share the responsibility for maintaining a school environment in which learning and personal development can occur. Harassment of any kind is not acceptable at Mercy College.

CONSEQUENCES:
- Staff will be educated in identifying bullying behaviour and how to deal with such behaviour.
- Parents will be provided with current school procedures to deal with bullying and harassment.
- Students will be educated to recognise bullying behaviours in themselves and others and learn to deal with this in acceptable, appropriate ways.
- A reporting procedure and a process for dealing with complaints will be in place.
- Victims, perpetrators and others involved will be positively and constructively supported within the school.