



POLICIES AND PROCEDURES

Policy Name	Bulling, Violence, Harassment and09R.3 (e)-3 ()3.53 ()3.53
	P(l)078 (i)0.6 cye
Review	Last ReviewOctober 2012October2015, January 2018, March 2020, March 2022, March 2024
Next Review	March 2026

Statement of Context

Yarra Valley Grammar School (the School) has a zero tolerance to all forms of bullying, violence, harassment and discrimination. The School is committed to providing a safe and

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- d) any location used by staff, volunteers or contractors during their work related to the School.

Related material

This policy relates to the following relevant legislation and materials:

- *Equal Opportunity Act 2010* (Vic)
- *Fair Work Act 2009* (Cth)
- *Occupational Health and Safety Act 2004* (Vic)
- *Crimes Act 1958* (Vic)
- *Racial Discrimination Act 1975* (Cth)
- *Age Discrimination Act 2004* (Cth)
- *Sex Discrimination Act 1984* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- www.education.vic.gov.au School Policy and Advisory Guide
- Fair Work Ombudsman <http://www.fairwork.gov.au/>
- VIT Code of Conduct
- YVG Social Media and Networking Policy
- YVG IT Acceptable Use Policy Staff
- YVG IT Acceptable Use Policy Students
- YVG Child Safety Policy, Procedure & Code of Conduct

Aim

The aim of this policy is to provide guidelines to promote a safe and caring environment for staff and students within the School environment, that is free from bullying, violence, harassment and discrimination and to provide a fair and effective process for resolving complaints related to bullying, violence, harassment and discrimination.

Policy

All staff members and students are responsible for complying with this policy and maintaining acceptable standards of conduct at all times. All staff members and students must abide by this policy and take steps to prevent bullying, violence, harassment and discrimination occurring within the School environment.

Staff members and students must not bully, be violent towards, harass or discriminate against colleagues, visitors, students or any other person in the School environment.



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Examples of violence include:

- throwing items
- pushing
- gra



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facilitated the violence, bullying, harassment or discriminatory behaviour, and therefore may