



# PREVENTION AND ELIMINATION OF ABUSE, RACISM, BULLYING AND HARASSMENT

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**Scope:** This policy applies to all staff employed by Catholic Education Diocese of Rockhampton (referred to as CEDR in the document).

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## 1. POLICY STATEMENT

Abuse, racism, bullying and harassment, including sexual abuse and harassment, are unacceptable forms of behaviour by Catholic Education - Diocese of Rockhampton (CEDR) staff.

## 2. DESCRIPTION

CEDR is an organisation that promotes the dignity and fair treatment of all. Abuse, bullying and harassment, including sexual abuse and harassment and all forms of racism have no place within this organisation.

Abuse is any form of mistreatment or lack of care, both physical and mental, that causes damage to a person's physical or mental health and endangers the person in any way. This includes physical abuse, neglect, emotional abuse and sexual abuse.

Racism is any attitude or behaviour that assumes someone is inferior because of their skin colour, ethnicity or national origin. It can be direct or indirect, individual or systemic and take many forms such as comments that cause offence or hurt, intended or unintended; name-calling or verbal abuse; harassment or intimidation, or commentary online that inflames hostility that targets certain groups.

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. This includes cyber bullying which is bullying through the use of information and communication technologies.

Harassment can be against the law when a person is treated less favourably on the basis of certain personal characteristics such as race, sex, pregnancy, marital status, breastfeeding, age, disability, sexual orientation, gender identity or intersex status.

Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, where a reasonable person would anticipate that reaction in the circumstances.



Various legislative requirements, including those relating to operating workplaces, necessitate a proactive approach to the prevention and elimination of abuse, racism, bullying and harassment within CEDR.

### 3. IMPLEMENTATION ISSUES

1. This policy is broad and applies to a vast range of contexts and circumstances. This policy overlaps in application with many other more specific policies, procedures and codes of conduct implemented by CEDR (for example *Code of Conduct for Staff, Information and Communications Technologies Code of Practice, Anti-Bullying Policy, Procedure for Responding to Workplace Bullying and Sexual Harassment, Student Protection Policy, Work Health and Safety Policy*). Where, and to the extent, a more specific document relates to the circumstances or context in which abusive, racist, bullying or harassing behaviour may occur, then the more specific document is to be applied.
2. In the event of any inconsistency between this and another policy, which more specifically relates to the circumstances or context in which abusive, racist, bullying or harassing behaviour may occur, then the more specific policy prevails.
3. CEDR has the responsibility to ensure that appropriate guidelines and procedures are developed to address the risk of abuse, racism, bullying and harassment in CEDR workplaces.
4. Principals, Kindergarten Directors and relevant staff with supervisory responsibilities are responsible for implementing such guidelines and procedures including induction of employees and informing communities.
5. Principals, Kindergarten Directors and relevant staff with supervisory responsibilities will be provided with appropriate guidance and support to assist them with implementing the policy.
6. In the event a person is concerned about an incident or risk of incident involving abuse, racism, bullying or harassment and requires assistance to identify applicable policies, procedures, codes or reporting mechanism, guidance is available by contacting the relevant Assistant Director: Schools or relevant staff with supervisory responsibilities.

### 4. REFLECTION MATERIAL

#### CATHOLIC EDUCATION POLICIES AND DOCUMENTS

- [Student Protection](#) 2021/01
- [Student Protection Processes and Student Protection Guidelines](#) 2021
- [Integrity in Relationships](#) Brochure 2019
- [Student Protection](#) Brochure 2019
- [Code of Conduct](#) 2020
- [Information and Communications Technologies Code of Practice](#) 2020
- [Anti-Bullying](#) 2018/06
- [Work Health and Safety](#) 2021/03
- [Information and Communication Technologies](#) 2019/06
- [Privacy](#) 2020/03
- *Sexual Harassment and Bullying: Procedures and Guidelines for Prevention and Elimination* 2019
- [Volunteers Code of Conduct](#) 2017



#### LEGISLATION\*

- [Anti-Discrimination Act 1991 \(Queensland\)](#)
- [Work Health and Safety Act \(Queensland\) 2011](#)
- [Work Health and Safety \(Code of Practice\) Notice 2011](#)
- [Work Health and Safety Regulation 2011](#)
- [Commonwealth Racial Discrimination Act \(1975\)](#)
- [Sex Discrimination Act 1984 Commonwealth](#)

\*These links will take you to the Office of the Parliamentary Counsel website where you will find the current legislation.

#### WEBSITES

- <http://www.danielmorcombe.com.au/educational-resources.html>
- <https://www.oaic.gov.au/privacy-law/privacy-act/australian-privacy-principles>
- <https://racismnoway.com.au/>

#### RESOURCES

- Queensland Parents and Friends [Strengthening family and community engagement in student learning](#)
- Royal Commission into Institutional Responses to Child Sexual Abuse [Creating Child Safe Institutions](#) 2016
- [Queensland Government WorkSafe - Bullying](#)
- [Daniel Morcombe Curriculum](#)
- [Student Well-being hub](#)
- [Blue Card Services – Child and youth risk management strategies](#)
- [National Safe Schools Framework](#)
- [Office of the Australian Information Commissioner](#)
- [Work Cover Qld](#)
- [Australian Human Rights Commission](#)