

ANTI-DISCRIMINATION, HARASSMENT AND BULLYING POLICY

Commitment to a Respectful Environment

At Sports College South Australia (SCSA), we are committed to providing a safe, secure, and positive environment for every member of our community. This policy establishes a clear framework for fostering a culture of respect, connection, and belonging, free from discrimination, harassment, and bullying in both physical and online spaces.

This policy applies to all students, staff, contractors, and volunteers.

Zero Tolerance for Unacceptable Behaviour

We have a zero-tolerance stance on any form of discrimination, harassment, or bullying. Behaviour of this nature is not only unacceptable within our community but is also illegal under a number of laws, including:

- **Equal Opportunity Act 1984 (SA)**
- **Sex Discrimination Act 1984 (Cth)**
- **Racial Discrimination Act 1975 (Cth)**
- **Disability Discrimination Act 1992 (Cth)**
- **Age Discrimination Act 2004 (Cth)**
- **Work Health & Safety (WHS) Act 2012 (SA)**
- **Fair Work Act 2009 (Cth)**

All individuals at SCSA have the right to learn, work, and participate in an environment where they feel respected and safe. We actively promote and celebrate diversity and inclusion.

Defining Unacceptable Conduct

Discrimination

Discrimination involves treating someone unfavourably or bullying them because of a personal characteristic protected by law. This includes direct discrimination (unfavourable treatment) and indirect discrimination (a rule or policy that unfairly disadvantages a person) based on attributes such as:

- Age
- Disability or impairment
- Race, nationality, or ethnicity
- Gender, gender identity, or sexual orientation
- Religious or political beliefs
- Marital or parental status
- Pregnancy or breastfeeding

No one at SCSA will be treated poorly due to any of these personal attributes.

Harassment

Harassment is any unwanted, unwelcome, or unreciprocated behaviour—whether through words or actions—that is based on a protected personal attribute. This behaviour creates a hostile or offensive environment by:

- Humiliating or shaming someone.
- Offending or intimidating someone.

Sexual harassment is a specific form of harassment that involves unwanted sexual behaviour.

Bullying

Bullying is defined as unreasonable behaviour that is repeated over time and is intimidating, threatening, or humiliating. It can be physical, verbal, or indirect and includes actions such as:

- Repeated verbal or written abuse.
- Exclusion or ostracism.
- Intentionally damaging property.
- Intentionally making someone feel uncomfortable or scared.
- Sabotaging someone's reputation or work.

Cyberbullying is bullying conducted using digital technology like social media, email, or mobile phones. It can involve text, images, or other forms of digital communication.

It's important to note that reasonable and fair management actions, such as providing constructive feedback or addressing inappropriate behaviour, do not constitute bullying.

Victimisation

Victimisation is the act of subjecting or threatening to subject someone to a negative consequence because they made a complaint, asserted their rights, or assisted another person in making a complaint. SCSA strictly prohibits any form of victimisation.

Reporting Concerns and Support

SCSA's **Concerns & Complaints Policy** provides a clear process for students, staff, and community members to raise issues. We encourage you to use this process to express your concerns. All complaints will be handled with confidentiality, impartiality, and seriousness.

For students, please refer to the Concerns & Complaints Policy for the correct procedure.

For staff, please refer to the Staff Concerns and Complaints Policy.

If you are a student with a disability, we are committed to making '**reasonable adjustments**' to ensure you can participate in education on the same basis as other students, in line with the **Disability Standards for Education 2005**.

In situations where an issue cannot be resolved internally, external complaints can be made to the Australian Human Rights Commission or the Equal Opportunity Commission.

For additional information on anti-discrimination, harassment, or bullying, please contact the Principal.