

Bullying, Harassment and Hazing Policy

Sancta Sophia College

1. Principles

Sancta Sophia College recognises that everyone has the right to live, study and work in a safe and supportive environment. All members of Sancta Sophia College (including students, staff and Council) have a role in creating and maintaining a safe and respectful environment.

Any form of bullying, harassment or hazing, is a serious breach of Sancta's values and Code of Conduct: it is not tolerated.

2. Scope

This policy applies to the Council members, staff, students (residential and associate) and guests of Sancta Sophia College. It covers behaviours that constitute bullying, harassment and hazing.

3. Definitions of terms

3.1. Bullying

Bullying is repeated and unacceptable behaviour directed towards a person or group of people that:

- belittles, intimidates or threatens;
- creates a risk to health, safety or dignity;
- a reasonable person, having regard for the circumstances, would see as unreasonable, victimising, offensive, humiliating or threatening.

Bullying can occur face to face, by telephone, email, text, social media, through another person or by any other means. Some examples are:

- verbal abuse, threats, intimidation;
- shouting, ordering, belittling;
- swearing at a person, putting down, humiliating;
- deliberately excluding or isolating someone, being particularly cold or distant;
- name calling, insulting jokes;
- spreading misinformation, rumours, gossip, or innuendo;
- pressure to change personal life, beliefs, opinions;
- continually ignoring or dismissing someone's contribution;
- physical abuse or intimidation.

3.2. Harassment

Harassment is any type of behaviour that:

- the other person does not want; and
- offends, embarrasses, insults, humiliates, intimidates or frightens them;
- targets them because of their race, gender, marital status, sexual preference or orientation, disability, illness, age, family or carer responsibility, social origin, political belief (or absence of political belief), religious belief (or absence of religious belief); and
- in the circumstances, a reasonable person would consider offensive, embarrassing, insulting, humiliating, intimidating or frightening.

Harassment can occur in the form of verbal, non-verbal and physical behaviour.

Although harassment is often repeated, a single action can be enough to amount to harassment. Examples include:

- making fun of someone because of their race, disability, age, sex, sexuality etc.;
- spreading innuendo, gossip rumours, including about someone's sexual relationships or practices;
- imitating someone's accent or disability;
- repeated, unwanted or unwelcome invitations to go out with someone/sleep with someone etc.;
- offensive jokes;
- repeated, unwelcome questions about someone's personal or sexual life;
- obscene, racist, sexist, homophobic etc. phone calls, emails, text messages, social media posts or other communication;
- displaying or sharing pornographic, sexually suggestive, racist or other offensive, degrading or insulting materials;
- unnecessary physical contact such as pinching, patting, hugging, touching, kissing or brushing up against a person against their will;
- offensive hand or body gestures.

Some types of harassment, as well as being against Sancta policy, are also illegal under criminal law. For example:

- indecent, sexual or physical assault of any type;
- displaying the sexual parts of one's body, and unwanted touching of the sexual parts of someone else's body); and
- stalking.

Note: Sancta has a policy that specifically addresses sexual misconduct and sexual harassment. Please refer to this document (*Sancta Sophia College Sexual Misconduct Policy*) for further information, definitions, processes and available supports in the event of an incident of this nature.

3.3. Hazing

Hazing is defined as:

Any action taken, or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm

to members of a group or team, whether new or not, regardless of a person's willingness to participate.¹

and

An activity that a high-status member orders other members to engage in or suggests that they engage in, that in some way humbles a newcomer who lacks the power to resist, because he or she wants to gain admission into a group.²

An activity may be deemed to be hazing even though there is willingness to participate or the giving of consent. In many situations, individuals may be told they do not have to participate in an activity; however, group dynamics and a desire to fit in can make refusal or opting out a seemingly impossible option.

To assess whether a practice is hazing, the following will be considered, noting that not all conditions have to be present for a behaviour or practice to be deemed as hazing:

- Is there a real or perceived power imbalance between those proposing the activity and the participants in the activity? Is there anything in the activity that strengthens the power or authority of one over another?
- Do participants feel a degree of pressure to go along with the activity? Does the participant have to risk their sense of belonging to say 'no'?
- Does this activity stand up to the scrutiny of a reasonable person outside the situation?
- Does the activity have a reasonable probability of causing emotional, physical, reputational or other harm to participants either in the moment or at a later point in time?

Often the word "tradition" is used to justify conduct or behaviour that would otherwise be identified as hazing. Whilst traditions have their place in any community, at Sancta this is not an acceptable excuse for hazing behaviour.

4. Sancta's response to incidents of bullying, harassment and hazing

Bullying, harassment and hazing are not tolerated at Sancta Sophia College.

Sancta is committed to maintaining an environment in which bullying, harassment or hazing do not occur.

Allegations of bullying, harassment or hazing will be responded to by the College Principal or Vice Principal or appointed delegate in accordance with the *Sancta Sophia College Complaints and Investigations Procedure*.

¹ Hazing prevention n.d., What hazing looks like, Available at <http://hazingprevention.org/home/hazing/facts-what-hazing-looks-like> Cited in Broderick & Co, *Cultural Renewal at the University of Sydney Residential Colleges*, 2017, and accessed 6 February 2019.

² Nuwer, H 2001, *Wrongs of passage: Fraternities, sororities, hazing, and binge drinking*. Bloomington: Indiana University Press. Cited in Broderick & Co, *Cultural Renewal at the University of Sydney Residential Colleges*, 2017.

Disciplinary action will be taken against students who have been found to have engaged in bullying, harassing or hazing behaviours, up to and including expulsion from the College.

5. Resources available to support students

Students are encouraged to share concerns they have with their Resident Assistant, Vice Principal, Principal or any other member of staff. Staff will listen without judgement, provide support, respect any decisions for action and guide victims to the right services or processes.

In the event that a student raises concerns regarding bullying, harassment or hazing the processes described in the Sancta Sophia College Complaints and Investigations Procedure will be followed in consultation with the student alleging the behaviour and with reference to that student's needs.

After hours, students can call the RA Duty phone, Principal or Vice Principal directly if required.

Duty RA: 0419 479 832

Vice Principal (Brigid Carrigan): 0447 821 371

Principal (Fiona Hastings): 0418 459 583

Resources offered by the University of Sydney

Campus Security	9351 3333	24 hours
Confidential helpline (for sexual assault)	1800 SYD HLP 1800 793 457	9am – 5pm Monday to Friday
Counselling and Psychological Services	8627 8433	9am – 4:30pm Monday to Friday Jane Foss Russell Building
University Health Services	9351 3484	8:30am – 5pm Monday to Friday Wentworth Building
Student Support Services	8627 6808 or email safer- communities.officer@sydney.edu.au	9am – 5pm Monday to Friday

Other resources

NSW Rape Crisis Centre	1800 424 017 (24 hours)
1800RESPECT	1800 737 732 (24 hours)

www.1800respect.org.au	
Royal Prince Alfred Hospital Sexual Assault Service (Ground Floor, KGV Building, RPAH)	9515 9040 (Monday to Friday business hours) 9515 6111 (after hours)
NSW Police Newtown Police 222 Australia St, Newtown, 2042 Glebe Police 1 Talfourd St, Glebe, 2037	Emergency: 000 9550 8199 9522 8099

6. Links to other Policies and documents

- *Sancta Sophia College Complaints and Investigations Procedure*
- *Sancta Sophia College Sexual Misconduct Policy*