

## **Bullying and Harassment**

Interchange Outer East values respect and people's differences.

Everyone has the right to feel safe and supported at Interchange.

Bullying and harassment is behaviours that aim to hurt or upset a person.

Bullying and harassment includes, but is not exclusive to:

- Name-calling, racist remarks, teasing
- Pushing, hitting, biting, punching, hair pulling, pinching, scratching and spitting
- Ignoring or not letting someone join in
- Making someone feel scared
- Embarrassing someone
- Not letting someone have their own opinion

Sometimes some of these things may happen without the person meaning to hurt anyone – it may just be how that person communicates. Sometimes this may hurt, but the person did not mean to cause harm.

This behaviour is not considered as bullying or harassment, but it must be reported as per the incident reporting policy so that we can assist that person to find better ways to communicate.

**If you feel you are being bullied or harassed, you should tell someone straight away so that we can help you.**

People who are found to be bullying or harassing others may not be allowed to come back to Interchange.