

Glossary

Bullying – is a set of repeated, inappropriate, coercive behaviours that creates a risk to health and safety and/or causes chronic and cumulative detriment to the victim and work performance.

Bystander - witness who sees or knows about bullying happening to someone else. But it doesn't mean they have to just watch it happen. Whether they know it or not, by doing nothing a bystander supports the bullying behaviour.

Coercive control – a form of domestic abuse that involves patterns of behaviour which have the cumulative effect of denying victim-survivors their autonomy and independence. This abuse can include physical, sexual, psychological or financial abuse.

Direct discrimination – treating people differently because of one of the 'protected attributes' (that is, those covered by legislation)

Harassment – is any type of repeated, unwelcome and unsolicited behaviour that can be reasonably expected to cause a person to feel threatened, intimidated, humiliated, offended or unable to cope with their work environment.

Indirect discrimination – adopting practices and procedures that appear neutral but can have an adverse effect on a person or group because of the inherent values of their particular group.

Perception – physical sensation or values and beliefs interpreted in the light of experience.

Relief staff - staff who are hired on a casual basis (less than one term). This category could also include contractors (eg. Music, Sport).

School - preschools, kindergartens, early learning centres, out of school hours care and vacation care services, junior primary, primary, secondary, senior secondary schools and any associated boarding facilities.

Sex -based harassment - is any unwelcome conduct of a seriously demeaning nature by reason of the person's sex in circumstances in which a reasonable person would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.

Sexual harassment – is any unwelcome or inappropriate sexual advance or request for sexual favours which is coercive in nature, either in verbal or physical form. Sexual harassment should be defined along the same lines as sexual abuse. Abuse involves a wide range of behaviours which occurs along a continuum. Sexual interaction, flirtation, attraction or friendship between adults which is invited, mutual, consensual or reciprocated is not sexual harassment. Sexual abuse will be largely defined by the perception of the person affected by another's behaviour, irrespective of the actual intent. Appropriate touch makes people feel affirmed, cared for, supported. Inappropriate touch results in people feeling disregarded, unimportant, uncomfortable, worried, upset, threatened, alarmed.

Staff - all employees, paid workplace participants.

Students - all children and young people enrolled at or attending the sites defined under school.

Unconscious bias - or implicit bias, describes a subconscious attitude that affects the way individuals feel and think about others around them. Subconscious attitudes aren't necessarily as well-formed as coherent thoughts, but they can be very ingrained and impact the emotional and rational responses of individuals in everyday situations.

Unlawful harassment – under federal and state legislation, unlawful harassment occurs when someone is made to feel intimidated, insulted or humiliated because of their race, colour, national or ethnic origin, sex, disability, sexual preference, or some other characteristic specified under anti-discrimination or human rights legislation. It can also happen if someone is working in a 'hostile' or intimidating environment.

Volunteers - people who provide unpaid assistance in the school or service.

