



AUSTRALIAN INDUSTRY
TRADE COLLEGE

The Future of Industry Begins Here



3.4.2 BULLYING AND HARASSMENT POLICY STATEMENT

3.4.2 Bullying and Harassment Policy

Definition

Bullying will be defined as the deliberate and systematic intimidation of another individual by a single person or a group. Bullying instruments include but are not exclusive to instruments such as:

- Physical abuse
- Verbal abuse
- Psychological abuse
- Digital
- Exclusion tactics

Company Policy

The Board will not condone the act of bullying under any circumstances at either the school campus or in the workplace of AITC young people.

Company policy recognises that bullying can occur between:

- CEO and staff
- staff and young person
- young person and young person
- CEO and young person
- staff member and parent.

Policies and procedures will be implemented which protect the rights of every individual to be free from bullying. Procedures for addressing circumstances of bullying will be thorough and consistent with Queensland law. These procedures will ensure that the rights of the bullied, the bully and the bystander are protected while upholding their responsibilities of guilt and responsive action in the face of clear evidence of bullying acts.

The College Board will direct all cases of bullying toward the CEO for attention unless a grievance in relation to bullying is directed at the CEO by a recruit, a staff member or another stakeholder. In this case the College Board will follow the same principles of justice as defined in the policy.

Extract of AITC Policy 3.4.2 Bullying and Harassment Policy. If you require the full policy and procedures, please contact the College on 5635 0400