

Anti-Harassment and Anti-Bullying Policy for Rockit Performing Arts

Rockit Performing Arts is committed to providing a safe, respectful, and inclusive environment for all students, staff, and visitors. We have zero tolerance for harassment and bullying in any form.

Definitions

Harassment is any unwanted or unwelcome behaviour that offends, humiliates, or intimidates a person, and targets them on the basis of a characteristic such as age, race, gender, disability, sexual orientation, or any other protected attribute under South Australian law.

Bullying is repeated and unreasonable behaviour directed towards a person or group that creates a risk to health and safety. This includes physical, verbal, social, or psychological abuse.

Prohibited Conduct

Rockit Performing Arts prohibits all forms of harassment and bullying, including but not limited to:

- Physical or verbal abuse
- Sexual harassment
- Cyberbullying
- Exclusion or isolation
- Intimidation or threats
- Discriminatory comments or actions

Reporting Procedures

1. Any person who experiences or witnesses harassment or bullying should report it immediately to a designated staff member or the studio director.
2. Reports can be made verbally or in writing, and will be treated confidentially.
3. Anonymous reports will be accepted and investigated to the extent possible.
4. Rockit Performing Arts will not tolerate retaliation against anyone who reports harassment or bullying in good faith.

Investigation Process

1. All reports will be taken seriously and investigated promptly and impartially.
2. The investigation will be conducted by a designated staff member or external investigator, as appropriate.
3. All parties involved will have the opportunity to present their version of events.
4. Confidentiality will be maintained throughout the investigation process, with information shared only on a need-to-know basis.

Consequences

If harassment or bullying is found to have occurred, Rockit Performing Arts will take appropriate disciplinary action, which may include:

- Verbal or written warnings
- Suspension from classes or activities
- Termination of employment (for staff)
- Expulsion from the studio (for students and families)
- Referral to appropriate authorities in cases of criminal behaviour

Prevention and Education

Rockit Performing Arts is committed to preventing harassment and bullying by:

1. Providing regular training for staff and students on recognizing and preventing harassment and bullying.
2. Promoting a culture of respect and inclusion throughout the studio.
3. Regularly reviewing and updating this policy to ensure its effectiveness.

Support for Affected Individuals

Rockit Performing Arts will provide support to individuals affected by harassment or bullying, which may include:

- Adjustments to class schedules or work arrangements
- Referrals to external support services

Compliance

This policy complies with the Equal Opportunity Act 1984 (SA) and other relevant South Australian and federal anti-discrimination laws.

By participating in activities at Rockit Performing Arts, all individuals agree to abide by this Anti-Harassment and Anti-Bullying Policy.

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