

## Anti-Bullying Policy

### 1. Application

1. This policy applies to all **Aliya members** who attend programs, events & excursions.
2. Aliya is committed to providing a healthy and safe environment free from bullying. It is the policy of Aliya that all Members are treated with dignity and respect. Aliya will not tolerate bullying.
3. Aliya values are: inclusion, acceptance, support, empathy, and confidence-building. Bullying goes against all of these values.

### 2. What is bullying?

- a. Bullying is when people repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their wellbeing. These actions are usually done by people who have more influence or power over someone else, or who want to make someone else feel less powerful or helpless.
- b. Bullying can be face-to-face, indirect or occur online (cyberbullying).
- c. The sort of repeated behaviour that can be considered bullying includes:
  - i. keeping someone out of a group (online or offline);
  - ii. acting in an unpleasant way near or towards someone;
  - iii. giving nasty looks, making rude gestures, calling names, being rude and impolite, and constantly negative teasing;
  - iv. spreading rumours or lies, or misrepresenting someone (ie using their Facebook account to post messages as if it were them);
  - v. mucking about that goes too far;
  - vi. harassing someone based on their race, sex, religion, gender or a disability;
  - vii. intentionally and repeatedly hurting someone physically;
  - viii. intentionally stalking someone; or
  - ix. taking advantage of any power over someone else.
- a. The following actions do **not** constitute bullying:
  - i. low level personality conflicts.
  - ii. differences of opinion.

### 3. Violation of this policy



Members who breach this Anti-Bullying policy may be subject to suspension or expulsion from Aliya programs and events.

#### 4. **What to do about bullying?**

Any Member who feels that he or she has been subjected to bullying or who feels that someone else is being subjected to bullying should immediately report the incident in accordance with the Complaint Resolution Procedure below.

### **Complaint Resolution procedure**

#### 1. **Informal complaint procedures**

Informal ways of dealing with complaints of bullying can include the following action:

- a. the Member who feels they have been bullied deals with the situation themselves, in doing so may seek advice on possible strategies from Rabbi Menny Overlander;
- b. the Member who feels they have been bullied asks Rabbi Menny Overlander to speak to the alleged perpetrator on their behalf. Rabbi Menny Overlander privately conveys the Member's concerns and reiterates Aliya's policy to the alleged perpetrator without assessing the case; or
- c. complaint is made and put to the alleged perpetrator, the perpetrator admits the behaviour, investigation is not required and the complaint can be resolved through a mediation or counselling.

An informal complaint procedure is usually appropriate where:

- a. the allegations are of a less serious nature but the Member subjected to the alleged bullying wants it to end;
- b. the Member subjected to the alleged bullying wishes to pursue an informal resolution; or
- c. the Members are likely to have ongoing contact with one another and the Member subjected to the bullying wishes to pursue an informal resolution so that the relationship can continue.

#### 2. **Formal complaint procedures**

A formal complaint procedure can involve:

- a. investigation of the allegations, including speaking to the parties and if necessary speaking to third parties or gathering other information;
- b. making a finding as to whether there is evidence to support the allegations; and
- c. implementation of an appropriate outcome by the decision maker.

A formal complaint procedure is usually appropriate where:

- a. informal attempts at resolution have failed;
- b. the Member alleging bullying has been victimised;
- c. the complaint involves serious allegations; or



d. the Member alleging bullying wishes to make a formal complaint from the outset.

If a complaint is substantiated, outcomes could include any, or a combination, of the following:

- a. counselling;
- b. suspension;
- c. expulsion;
- d. official warnings;
- e. formal apologies; or
- f. mediation conducted by an impartial third party where the parties to the complaint agree to a mutually acceptable resolution.

## 2. **Confidentiality and record keeping**

Any complaint made under this policy will be treated confidentially. To the extent possible, Aliya will maintain confidentiality throughout the course of any complaint resolution procedure with details disclosed only to relevant parties and only to the extent necessary.

## 3. **Victimisation**

A Member who makes a complaint or intends to make a complaint under this policy is protected from being victimised.

This protection extends to a Member who gives evidence or information in connection with such a complaint.

If a Member feels they have been victimised they can pursue a complaint under this policy.

Victimisation will not be tolerated by Aliya.

Date: Last reviewed: 1 July 2022

Next review date: 1 July 2024

Responsible Officer: Rabbi Menny Overlander