

Bullying & Harassment

Policy

The MNA Board will not tolerate bullying, cyberbullying and harassment by any member of the Board, members of MNA sub-committees or volunteers leading an MNA event. The purpose of this policy is to outline the MNA Board's definition of bullying and harassment and to align with policies for responding to incidents.

Defining Bullying

Bullying is when someone, or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

Cyberbullying

Bullying can also occur within the context of the online world and other digital technologies such as texting and using email. This is called cyberbullying and it is not tolerated.

Harassment

Action designed to harm someone's social reputation and/or cause humiliation. Harassment includes lying and spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude someone, damaging someone's social reputation or social acceptance and is not acceptable behaviour.

Procedure – Responding to Bullying & Harassment

1. Please refer to the [Behaviour Management Policy](#) for a response to alleged bullying or harassment.

Procedure – Responding to Bullying & Harassment among staff

1. Please refer to the [Complaints Management Policy](#) and the [Equal Opportunity & Anti- Discrimination Policy](#).

Version

1.0

Review

Jan 2018 or as required