



UHS Racial harassment policy

Racism and racial harassment are unlawful and unacceptable at UHS. We believe that it is the responsibility of all members of the school community to practice non-racist behaviour and to challenge racist remarks or behaviour and to challenge racist remarks or behaviour of others.

Definition

Racism is the ill treatment and/or harassment of another person or group because of their ethnic background or skin colour.

For the teacher, the judgement of what constitutes racist behaviour may be subjective, since it is to some extent determined by the context in which the behaviour occurs and the reaction of the audience to the situation.

The following examples may be seen as incidents of racism

- name calling
- comments that unfairly label or stereotype characteristics of a particular ethnic group.
- Such comments often relate to things such as appearance, food, abilities, work habits,
- religion, clothing
- refusal to work with a particular person because of her/his background
- refusal to listen to/impatience with the oral contribution of anyone less confident with the English language
- imitating the accent or pronunciation of another person
- jokes, sarcasm, condescending manner
- verbal abuse/derogatory language
- wearing of clothing which is "offensive"
- physical violence
- graffiti which denigrates an individual or an ethnic group
- deliberate and/or ongoing alienation, eg. making of rules or using that excludes a particular group on the grounds of their ethnicity or colour.

Guidelines

1. Teachers need to question/challenge students regarding potentially racist incidents rather than ignoring them.
2. Since it is vital that we are all seen to be challenging racism, incidents must be dealt with immediately by the teacher, even if a referral is to be made.
3. Teachers need to promote non-racist attitudes and model non-racist behaviours in their own interactions with all members of the school community.
4. Teachers should attempt to include multicultural perspectives in curriculum material in order to dispel ignorance and promote understanding and celebration of difference.
5. Teachers need to implement inclusive teaching strategies, which cater for the needs of all students.

Strategies

Addressing the incident yourself

- even if words are used in a good natured way, acknowledge the level of usage but explain that such language is often used in a derogatory way which may be offensive to some people
- question the reasons for the remark
- assess the situation and, if the behaviour is inappropriate, immediately pass a comment of disapproval. Remind the students of the School's Code of Conduct and how it applies to racism

Referral

Serious and/or recurring cases of racism should be reported to the Sub-school Coordinator and/or the Equal Opportunity Coordinator. Both should be involved in dealing with such incidents. The procedure to be followed in dealing with cases of racism should be the same as that for dealing with sexual harassment.

Reports/complaints made by students

These should be treated seriously and investigated. The procedure to be followed should be the same as that for sexual harassment cases.