

Anti-Bullying, Discrimination and Harassment Policy

We wish to create an environment in the Upper Secondary department of the European School Copenhagen, where community and our values of respect, collaboration and empathy guide our actions.

We want to maintain a fruitful learning environment where we can fulfil our mission to create educated, lifelong learners and responsible global citizens.

We want a school where everyone thrives and belongs, and no one feels lonely or excluded from the community.

Bullying, discrimination, and harassment does not belong in this environment and will not be tolerated.

Bullying, discrimination, and harassment can cause serious and long-lasting damage to the students' health, wellbeing and learning. Bullying, harassment, and discrimination is not just a problem for the victims and perpetrators but a collective problem because it undermines the community and creates a hostile environment for everyone.

This policy sets the school's position on bullying, discrimination, and harassment and is informed by the relevant legislation. The policy is part of the Study Rules and Code of Conduct for the Upper Secondary Department, which explain the general expectations for the students' behaviour and the sanctions for violation thereof.

This policy addresses the following questions:

1. What is bullying?
2. What is harassment?
3. What is discrimination?
4. How do we avoid bullying, discrimination, and harassment?
5. What do we do if bullying, discrimination, or harassment occurs?

1. What is bullying?

Bullying can take many forms. However, one thing that is important to understand about bullying is that when you bully someone, you expose them to acts that they perceive as hurtful or degrading.

Bullying can be **direct** (e.g. physical contact, facial expressions, or verbal degradation) or **indirect** (e.g. gossip, slander, or isolation). Bullying can occur face to face or it can take the form of **digital or cyber** bullying.

Digital bullying can be when you post an offensive message or images on social media or when you exclude certain people from otherwise common groups on social media. Bullying can be a conscious or an unconscious act.

Examples of bullying include:

- abusive, insulting, rude, offensive language, including shouting at someone
- teasing and name-calling
- intimidating, hostile, or threatening behaviour or violence
- humiliating someone through sarcasm, jokes, or insults
- undue criticism
- spreading misinformation or malicious rumours
- excluding, isolating, or marginalising a person from the group

2. What is harassment?

Harassment is when the bullying is so severe, persistent, or targeted at a person/people that it hinders their ability to get an education, significantly harms their well-being, substantially interferes with their rights or intimidates them because of their identity.

Sexual harassment is a particular form of harassment, where behaviours are committed because of a person's gender or sex. Some examples of sexual harassment include:

- sharing sexual photographs or making comments of a sexual nature about a student to other classmates, including on social media (e.g. spreading sexual rumours or comments about a student's body)
- making sexual jokes, comments, or questions
- invading someone's space in a sexual manner
- inappropriate sexual touching or gestures
- physical abuse
- pressure to perform sexual acts or to have sex
- verbal abuse using anti-gay or sex-based insults
- stalking or repeated unwanted messages

3. What is discrimination?

Discrimination is when someone is treated differently because they belong to a particular group of people or have a particular characteristic. Bullying or harassment can be especially harmful when it is linked to discrimination.

It is the school's policy that no student or staff shall be treated less favourably on the basis of race, religion, national origin, sex, sexual orientation, gender identity or disability.

4. How do we prevent bullying, discrimination, and harassment?

Teachers and students need to be aware of how they treat each other in class and in social settings, including on social media. The school has therefore developed a framework for preventing acts of bullying, discrimination, and harassment by raising awareness of the issues and ensuring that students and staff understand what is expected of them.

At the beginning of every school year, the Anti-Bullying, Discrimination and Harassment Policy and Upper Secondary Study Rules and Code of Conduct are presented to and discussed with the students. All students acknowledge that they have read and will follow the rules.

These are some of the standards for good social behaviour that students and staff will discuss:

1. We distinguish between "teasing for fun" and "teasing for real" and say "no" if we feel that people have overstepped our boundaries.
2. We reject bullying and involve a contact person (see below) if we suspect bullying.
3. We do not ignore or exclude a person e.g. by not talking to him/her.
4. We speak properly to each other and do not use offensive or hurtful language, including condescending nicknames.
5. We are aware that written words on social media, Lectio and SMS are easier to misunderstand than when we talk to each other face to face
6. We avoid using offensive or hurtful language on social media and generally adhere to the "grandmother rule": I am comfortable sharing the messages and pictures that I post on social media with my grandmother.
7. We do not access other people's online profiles.
8. We do not share pictures of others without their permission.

5. What do we do if bullying, discrimination, or harassment occurs?

If we experience or observe acts of bullying, discrimination, or harassment, we act promptly.

Reports of bullying, discrimination or harassment can be made to several people, including:

1. The class teacher
2. One of the teachers in the class
3. The study counsellor
4. Management

Bullying, harassment, and discrimination is a violation of the Upper Secondary Study Rules and Code of Conduct and will be sanctioned accordingly.