

MSTYP Students – Anti-bullying policy

Marian St Theatre for Young People Inc, a New South Wales Incorporated Association, (**MSTYP**) is committed to providing all students, staff, contractors, parents, guardians or carers and volunteers with a safe, courteous and creative environment where students can learn and achieve.

MSTYP applies a policy of 'zero tolerance' to acts of harassment, intimidation, bullying, cyber-bullying, disruptive or violent behaviour. All members of the MSTYP community have a responsibility to ensure that the MSTYP environment is free of bullying.

This policy is for the information of MSTYP students – for full details of MSTYP's approach to bullying and harassment see the MSTYP Anti-Bullying and Harassment Policy

What is bullying?

Bullying is repeated unwelcome or unreasonable behaviour directed towards another person or group of persons. It is conduct that demeans, humiliates or intimidates people either as individuals or as a group.

Bullying can take many forms. Some examples of bullying behaviour are:

- **verbal:** teasing, using offensive names, ridiculing, spreading rumours and innuendo, abusive and offensive language, insults;
- **physical:** physical intimidation, hitting, pushing, tripping, kicking, spitting on others;
- **social:** hurtful non-verbal signs (e.g. rolling eyes, continued staring, finger signs, undesirable looks), offensive notes or drawings (including via electronic communication), deliberately excluding others from the group, refusing to sit next to someone, ignoring someone, practical jokes, stealing or hiding another's property;
- **psychological:** sending of offensive/threatening images and hurtful comments, rumour spreading, threatening to take someone's possessions, food or money; and/or
- **cyber-bullying:** involves the use of any information communication technology by an individual or group to carry out deliberate, isolated or repeatedly hostile behaviour that is intended to harm others, or is undertaken recklessly without concern for its impact on others.

Student responsibilities

As a student participating in MSTYP classes, workshops and/or productions, you must:

- not engage in bullying or harassing behaviour towards other students, staff members or parents, guardians or carers of other students;
- treat others with respect and care;
- if possible, take action if you are being bullied. For example:
 - remove yourself from the location where the bullying is occurring, and avoid locations where you consider this to be a high risk;
 - where possible, have a friend or ally near you in situations where you perceive bullying to be a possibility;
 - let the person know that their actions/words are hurtful and tell them to stop; and/or
 - tell a trusted adult/s and seek assistance from parents, guardians and carers, MSTYP staff and/or tutors); and
- if you witness bullying, take some action. For example:
 - tell someone you trust about the bullying;
 - do not become involved in the bullying;
 - where appropriate, let the person who is bullying know that their behaviour is unacceptable;
 - walk away with the person who is being bullied;
 - provide comfort and support to the person who is being bullied; and/or
 - encourage the person who is being bullied to seek adult assistance.

[Reporting concerns](#)

If you feel you are being harassed, bullied or intimidated you may report this concern to the Artistic Director (Nathan Gilkes nate@mstyp.org.au, 0408 441 232) or your tutor using any means of communication with which you feel comfortable.