

SUMMARY OF RESPONSE TO ABUSE, BULLYING OR HARASSMENT DISCLOSURES

TYPE OF MISTREATMENT	ABUSE and NEGLECT	BULLYING	NON-CRIMINAL HARASSMENT	CRIMINAL HARASSMENT
Means of Response	Must be referred externally to child protection authority according to policy.	May be dealt with internally according to policy.	May be dealt with internally according to policy.	Must be referred externally to police according to policy.
1. Individual Response	1. Self-help: Person may attempt to stop the aggressor's behaviour. (Only some victims are able to do this.)	1. Self-help: person tells aggressor to STOP! (Only some victims are able to do this.)	1. Self-help: Person tells aggressor to STOP! (Only some victims are able to do this.)	1. Self-help: Person may attempt to stop the aggressor's behaviour. (Only some victims are able to do this.)
2. Disclosure	2. Person discloses verbally or non-verbally to someone they trust; incident is witnessed; third party discloses.	2. Person discloses to someone they trust; bullying incident is witnessed; third party discloses.	2. Person discloses to someone they trust; harassing incident is witnessed; third party discloses.	2. Person discloses to someone they trust; harassing incident is witnessed; third party discloses.
3. Response to disclosure: Care and Safety	3. Ensure appropriate steps are taken to remove the alleged offender and to care for the safety and well-being of the Complainant.	3. Care for the Complainant.	3. Care for the Complainant.	3. Ensure appropriate steps are taken to remove the alleged offender and to care for the safety and well-being of the Complainant.
4. Report or Refer	4. Report incidence to child protection authority according to policy.	4. Preliminary fact-finding to determine course of action; Respondent informed.	4. Preliminary fact-finding to determine course of action; Respondent informed.	4. Report incidence to responsible person according to policy.
5. Course of Action: Includes mediation, documentation, formal reporting and/or investigation	5a. Document. 5b. Child protection authority conducts investigation and protection assessment as necessary. Case may be referred to police for criminal investigation.	5a. Low-level mediation. 5b. Documentation.	5a. Low-level mediation. 5b. Documentation.	5a. Document. 5b. Ensure report has been made to police.
6. Results of Reporting	6. Report substantiated, unsubstantiated, not true.	6. Sanctions imposed according to policy and common sense.	6. Sanctions imposed according to policy and common sense.	6. Report substantiated, unsubstantiated, not true.
7. Hearing or Court Proceedings	7. If substantiated, court proceedings, child protection proceedings as necessary.	7. Not applicable.	7. Hearing unless sanctions are agreed upon.	7. If substantiated, restorative justice or court proceedings.
8. Additional processes where required	8. Organizational policy dictates appropriate sanctions against perpetrator. If unsure, seek direction from child protection agency or police.	8. Not applicable.	8. Harassing incidents under discrimination and sexual harassment may be taken to the Human Rights Commission by Complainant.	8. Not applicable.
9. Appeals and/or consequences	9. Possible court sentencing, justice appeal process.	9. Not applicable.	9. Appeal process.	9. Not applicable.