

Chapel's Nest Off-Campus Student Residence

Anti-Bullying Policy

1. Introduction

Chapel's Nest Private Student Residence is committed to providing a safe and supportive living environment for all residents. Bullying of any kind is unacceptable and will not be tolerated. This policy outlines our approach to preventing and addressing bullying incidents.

2. Definition of Bullying

Bullying is defined as repeated, unreasonable behaviour that is intended to harm, intimidate, or victimize another person. This can include:

- 2.1 Physical bullying (e.g., hitting, pushing, kicking)
- 2.2 Verbal bullying (e.g., name-calling, insults, teasing)
- 2.3 Social bullying (e.g., exclusion, spreading rumours)
- 2.4 Cyberbullying (e.g., online harassment, threats)

3. Principles

Chapel's Nest Off-Campus Student Residence is committed to:

- 3.1 Providing a safe and supportive living environment for all residents
- 3.2 Promoting a culture of respect, empathy, and inclusivity
- 3.4 Encouraging open communication and reporting of bullying incidents
- 3.5 Taking prompt and effective action to address bullying incidents

4. Responsibilities

- 4.1 **Residents:** Treat others with respect and kindness, and report any bullying incidents to residence staff.

4.2 Residence Staff: Provide support and guidance to residents, investigate bullying incidents, and take prompt action to address them.

4.3 Management: Oversee the implementation of this policy, provide training and resources to staff, and review and update the policy as needed.

5. Procedures for Reporting and Addressing Bullying Incidents

5.1 Reporting: Residents who experience or witness bullying should report the incident to residence staff as soon as possible.

5.2 Initial Response: Residence staff will provide immediate support and guidance to the resident, and document the incident.

5.3 Investigation: Residence staff will investigate the incident, speaking with all parties involved and gathering evidence.

5.4 Action:

Depending on the severity of the incident, residence staff may take disciplinary action against the perpetrator, provide counselling or support to the victim, and implement measures to prevent future incidents.

6. Consequences of Bullying

Bullying behaviour will not be tolerated and may result in:

6.1 Verbal warning and counseling

6.2 Written warning and disciplinary action

6.3 Eviction from the residence

6.4 Reporting to university authorities or law enforcement

7. Support and Resources

Chapel's Nest Off-Campus Student Residence provides support and resources to residents who experience bullying, including:

- 7.1 Counselling and pastoral care
- 7.2 Peer support and mentoring programs
- 7.3 Referral to university support services

8. Review and Update

This policy will be reviewed and updated annually, or as needed.

9. Approval

This policy was approved by **Chapel's Nest Off-Campus Student Residence of Management/Board** effective as of 01 February 2023.

10. Dissemination

This policy will be disseminated to all residents, staff, and management, and will be available on the residence website.



11. **SIGNED BY THE CHAIRPERSON OF THE BOARD**
Dr LJ Maralack