

Bohermore National School

Anti-Bullying & Anti-Harassment Policy

1. Purpose

We are committed to providing a safe, respectful, and inclusive environment where all members of our community are treated with dignity. Bullying, harassment, intimidation, and malicious or vexatious conduct — including character assassination — will not be tolerated under any circumstances.

2. Scope

This policy applies to all members of our community, including employees/staff, students, contractors, volunteers, parents/guardians, and visitors. It covers all environments connected to our organization, including in-person interactions, digital communications, and social media activity.

3. Definitions

Bullying: Repeated, unreasonable behavior that intimidates, humiliates, undermines, or isolates an individual or group.

Harassment: Unwelcome conduct that demeans, threatens, or offends a person, interfering with their ability to work, learn, or participate fully in community life.

Malicious and Vexatious Character Assassination: A deliberate form of bullying/harassment that includes:

- Spreading false or misleading information intended to damage an individual's credibility, reputation, or relationships.
- Making persistent, unfounded complaints designed to discredit or isolate someone.
- Coordinated efforts (in person or online) to undermine, slander, or defame another individual.

Such behavior is considered a serious violation of this policy.

4. Responsibilities

- All Members: Treat others respectfully, avoid engaging in bullying or harassment, and report concerns responsibly.
- Leaders/Managers/Staff: Model positive behavior, act promptly on reports, and ensure a safe environment.
- Organization/School Leadership: Provide clear reporting processes, investigate

complaints fairly, protect against retaliation, and enforce consequences consistently.

- Parents/Guardians (where relevant): Support respectful conduct and reinforce the values of this policy at home.

5. Reporting & Complaints

Concerns can be reported verbally or in writing to [HR / School Leadership / Designated Officer].

- Anonymous reports will be considered, though investigations may be limited.
- Retaliation against complainants or witnesses is strictly prohibited and will itself be treated as misconduct.

6. Investigation Process

- All reports will be treated seriously, fairly, and confidentially.
- Investigations will be impartial and evidence-based.
- Both the complainant and the respondent will have the opportunity to be heard.
- Findings will be documented, and outcomes communicated in line with privacy obligations.

7. Consequences

Consequences for bullying, harassment, or malicious/vexatious conduct will depend on severity and may include:

- Education or mediation processes.
- Formal warnings.
- Suspension or termination of employment, enrollment, or participation.
- Referral to external authorities where necessary.

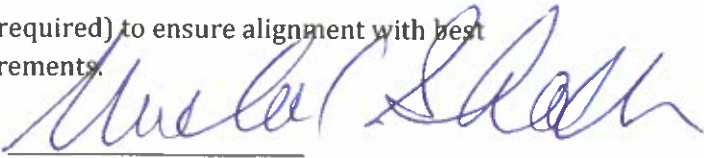
8. Support

- Access to counseling, employee/student assistance programs, or pastoral care will be provided.
- Restorative practices may be used to rebuild relationships where appropriate and safe.

9. Review

This policy will be reviewed annually (or as required) to ensure alignment with best practice, evolving standards, and legal requirements.

ratified date : 16/10/25

Signed: 

Michael Sheahan, Chairperson, Board of Management