**CTYI Anti-Bullying Protocol**

**Protocol Intent**

The Centre for Talented Youth Ireland (CTYI) is part of Dublin City University’s multi-cultural community that values and promotes equality and diversity across its organisation. CTYI aims to create a positive learning environment for students and staff, where the student body is supportive and welcoming, and differences are celebrated. CTYI’s Protocol to promote respect and dignity sets out our commitment to the promotion of a campus that recognises and respects individual difference and that rejects harassment and bullying. Every student attending CTYI should be aware that all forms of harassment or bullying are unacceptable and that everyone has a duty to behave in an acceptable and appropriate manner. The Protocol provides a set of guidelines for any CTYI student who experiences incidents of harassment or bullying and states the resolution process. This Protocol requires that students adhere to appropriate standards of behaviour while attending CTYI and do not engage in acts of bullying or harassment.

**Defining Harassment and Bullying**

The Department of Education defines bullying as ‘repeated aggression, verbal, psychological or physical, conducted by an individual or a group against others’. Harassment is when a person is subjected to any unwelcome act, request or conduct, including words, gestures or materials which could be reasonably regarded as offensive, humiliating or intimidating to the person.

CTYI considers the following behaviours unacceptable:

* Abusive, insulting or offensive language by one or more persons to another or others.
* Derogatory comments about a person’s appearance, race, religion, gender, sexuality or family.
* Repetitive teasing or regularly making someone the brunt of pranks or practical jokes.
* Interfering with a person’s personal effects.
* Physical assaults or threats.
* Inappropriate written or online communication including letters, emails, texts and contact through social media apps like Snapchat and Facebook.

**Process for Dealing with Incidents of Harassment or Bullying**

At the Centre for Talented Youth, Ireland we operate a restorative approach to inappropriate behaviour to encourage students to accept responsibility for their actions. All staff are expected to deal with incidents consistently, fairly and in a polite manner. All staff are expected to be collectively responsible for ensuring that our students follow this simple code and behave appropriately both in the classroom and outside it.

Any student who feels they have been victim to harassment or bullying can tell their Residential Assistant (RA) or Teaching Assistant (TA) who will bring the issue to an appropriate senior member of staff. Members of staff will always listen to both parties before establishing whether harassment or bullying has taken place. Those found to be in breach of CTYI’s Anti Bullying Protocol may miss out on activities and the Saturday disco, as well as having a phone call home and Incident Report filed. Continued harassment, bullying or a serious isolated incident may result in expulsion from the course with no refund offered.