

Training Evolution has a responsibility to provide educational and workplace environments that promote the dignity and respect of everyone within our organisation as we aim to eliminate bullying in all of its forms.

Cyberbullying, like all other forms of bullying, will not be tolerated in our places of learning and work as it has a negative impact on all who are touched by it.

Bullying adversely affects student and employee learning outcomes, it erodes the rights and the physical, emotional, psychological, spiritual and social well-being of individuals. Bullying can lower workplace morale and can interfere with the effectiveness of work and learning environments by making them hostile, unpleasant and offensive places.

Cyberbullying can occur through a variety of platforms including social Media, online games and messaging services (for example SMS and MMS). Chat services, blogs, email or discussion groups and websites are also potential locations for cyberbullying.

Social Media is the most common platform for cyberbullying which includes websites, computer programs, and apps that allow people to communicate and share content, including user-generated content, through messaging services and platforms such as Facebook, Instagram, Twitter, Snapchat, TikTok, Google+ and YouTube. Participation in social media has put people at risk of cyberbullying which may have profound psychosocial outcomes including depression, anxiety and severe isolation.

As part of our duty of care to our employees and students, Training Evolution's staff are trained to consistently respond to reports of cyberbullying including:

- ① Support – provide the person being bullied with support and reassurance.
- ① Evidence – help the person keep relevant evidence for investigations. This can be done by taking screenshots or printing web pages. Do not delete phone messages.
- ① Inform – give the person advice to make sure it does not happen again. This can include changing passwords, contact details, blocking profiles on social networking sites or reporting abuse online.
- ① No retaliation – ensure the person does not retaliate or reply to the messages.
- ① Privacy – encourage the person to keep personal information private on the internet.
- ① Investigation – the cyberbullying claim needs to be fully investigated.
- ① Report – abuse on social networking sites or through text messaging needs to be reported to the websites and mobile phone providers.
- ① Identifying cyberbullying –
  - A youth may be being cyberbullied if they:
    - Unexpectedly stops using their device(s);
    - Appear nervous or jumpy when using device(s);
    - Appear uneasy about being at school or outside;
    - Appear to be angry, depressed, or frustrated after texting, chatting, using social media, or gaming;
    - Become abnormally withdrawn; and/or
    - Avoid discussions about their activities online.
  - A youth may be cyberbullying if they:
    - Quickly switch screens or hide their device;
    - Use their device(s) at all hours of the night;
    - Get unusually upset if they can't use their device(s);
    - Avoid discussions about what they are doing online; and/or
    - Seem to be using multiple online accounts, or an account that is not their own.
  - In general, if a child acts in ways that are inconsistent with their usual behaviour when using these devices, find out why.

## Cybercrime:

- ① Cyber abuse – bullying, harassing or stalking online.
- ① Online image abuse – sharing or threatening to share online, intimate images or videos online.
- ① Online shopping fraud or romance fraud – deceived into sending money or goods to someone online.
- ① Identify theft – using personal or business identity information and accessing someone's online accounts.
- ① Email compromise – receiving an email containing fraudulent information that deceived someone to send money.
- ① Internet fraud – clicking on a phishing link or giving someone remote access to a computer or device and money is taken from your account(s).
- ① Randomware or malware – compromised system or device and someone is demanding money.

## Reporting Cyberbullying/Cybercrime

- ① To report cyberbullying to the Police or the eSafety Commissioner:
  - [www.cyber.gov.au](http://www.cyber.gov.au)
- ① Kids Helpline:
  - [www.kidshelpline.com.au](http://www.kidshelpline.com.au)
  - 1800 551800
- ① LGBTIQ+:
  - [www.glife.org.au](http://www.glife.org.au)
- ① Indigenous – Department of Child Safety, Youth and Women:
  - [www.csyw.qld.gov.au/department-child-safety-youth-women](http://www.csyw.qld.gov.au/department-child-safety-youth-women)
- ① Child and Mental Health Services:
  - [www.childrens.health.qld.gov.au](http://www.childrens.health.qld.gov.au)
- ① To report abuse content
  - <https://esafety.gov.au/education-resources/iparent/staying-safe/social-networking/social-media-readiness>
- ① Other relevant Training Evolution's policies:
  - Harm, Abuse and Exploitation policy; and
  - Restricted Practices policy.