



# PROCEDURES FOR SUSPENSION

## INFORMATION FOR PARENTS AND CARERS FOLLOWING A PARTICIPANT'S SUSPENSION

### **A participant has been suspended, what does this mean?**

Suspension is a disciplinary measure that involves temporary removal of a participant from GASS organised activities for a specified period of time.

### **What will the organisers have considered before suspension?**

Before a participant can be suspended, the event organisers must ensure that:

- The participant has had the opportunity to be heard
- Any information or documentation provided by the participant or their relevant person has been taken into account in making the decision regarding suspension
- Other forms of action to address the behaviour for which the participant is being suspended have been considered

### **What is an immediate suspension?**

Immediate suspensions can occur only if a participant behaves in such a way that would provide the basis for a suspension ordinarily, and their behaviour is such that they are putting the health, safety and wellbeing of themselves or other participants at significant risk.

If the organisers have determined that an immediate suspension is appropriate in the circumstances, they should have attempted to immediately notify the participant of this decision and the participant is required to leave the event immediately. If the participant is under 18 years of age, a parent/guardian is made aware of this decision, and will need to collect the participant as soon as is practicable.

### **What behaviour warrants a suspension?**

GASS has a participant engagement policy, which sets out the organisation's shared expectations in the areas of participant engagement and respectful behaviour during GASS organised events.

A participant can be suspended if, whilst attending GASS organised event or travelling to or from a GASS organised event or engaged with GASS away from such events (including travel to or from that activity), they:

- Behave in such a way as to pose a danger, whether actual, perceived or threatened, to the health, safety or wellbeing of any person;



- Cause significant damage to or destruction of property;
- Commit or attempts to commit or is knowingly involved in the theft of property;
- Possess, use or sell or deliberately assist another person to possess, use or sell illicit substances or weapons;
- Fail to comply with any clear and reasonable instruction of a staff member so as to pose a danger, whether actual, perceived or threatened, to the health, safety or wellbeing of any person;
- Consistently engage in behaviour that vilifies, defames, degrades or humiliates another person based on age; breastfeeding; gender; identity; impairment; industrial activity; lawful sexual activity; marital status; parental status; physical features; political belief or activity; pregnancy; race; religious belief or activity; sexual orientation; personal association (whether as a relative or otherwise) with a person who is identified by reference to any of the above attributes;
- Consistently behave in an unproductive manner that interferes with the wellbeing, safety or educational opportunities of any other student.

It is the organisers responsibility to determine whether to suspend a student in any specific circumstances. If you have any concerns about the suspension process or the participants behaviour, you are encouraged to contact the organisers or GASS president to discuss the participant, your concerns, and the reasons and grounds for the suspension.

### **Who can I connect for more information or support?**

If you have questions about the suspension, reason for suspension or the participants behaviour, you can contact the GASS president.

Chantelle Takos - 0447130774

If you require additional information and support, you should contact your Local Coordinator for 2024:

Nathaniel Smith - 0403 757 783

Jody Takos - 0438 717 070

Chantelle Takos - 0447 130 774

### **Additional supports**

For additional support you can contact:

- Parentline on 13 22 89 (8am to midnight, seven days a week, every day of the year, including public holidays)
- your local council and ask for a list of local service providers (most councils operate youth counselling and pathways support).

If the participant needs to talk to someone, you can encourage them to contact:



- Kids Helpline on 1800 55 1800 (24 hours a day, 7 days a week or web counselling), or
- eheadspace on 1800 650 890 or via eheadspace