

POLICY ON SEXUAL HARASSMENT

Policy Statement

The Board is committed to a school environment which is free from sexual harassment.

Purposes

- a. To create a work environment where staff and students can feel comfortably able to work free from offensive behaviour
- b. To fulfil legislative requirements
- c. To clarify the nature of sexual harassment
- d. To establish procedures for handling complaints

Guidelines

1. Sexual harassment occurs:
 - when a person in authority tries to use that position to take sexual advantage of a person with implied or overt promises of future preferential treatment
 - in sex-related jokes or abuse
 - in unwanted, deliberate physical contact
 - in offensive gestures, remarks, visual or written material
2. If a person feels they are being sexually harassed they should make it clear to the offender verbally or in writing that such behaviour is offensive and unacceptable
3. If a person being sexually harassed feels unable to confront the offender they should seek contact with another person for advice and support
4. The school will have in place an appropriate complaints procedure to deal with allegations of harassment where the above fails to cause the offensive behaviour to cease
5. Such procedures will have due consideration to any relevant employment contract
6. Confidentiality will be maintained by all those involved
7. Where the Principal is the alleged offender the matter will be referred directly to the Board of Trustees

Adopted: 18 September 2001

Reviewed: October 2007