

CASTLEMAINE NORTH PRIMARY SCHOOL

SEXUAL HARASSMENT POLICY

RATIONALE

Sexual harassment is unlawful behaviour. Sexual harassment can be physical, verbal or visual and may be done in person or may include statements or transmissions by phone, video conference, internet, SMS, social media and e-mail. Sexual harassment may vary in the degree and extent to which it causes affront and distress. It is behaviour that is uninvited, unreciprocated and unwelcome. Sexual harassment can also be applied to situations when the individual believes his/her behaviour is acceptable or was not intentional. Motive or intention is irrelevant. Sexual Harassment will not be tolerated at Castlemaine North Primary School.

AIMS

1. Castlemaine North Primary School is committed to providing a safe, inoffensive workplace, free from sexual harassment, intimidation or hostility.
2. At Castlemaine North Primary School we aim to:
 - a) uphold the rights of all people in the workplace to a safe working and learning environment free from sexual harassment;
 - b) support diversity and inclusive work and learning practices;
 - c) promote respect amongst all people in the workplace;
 - d) encourage fair and equitable treatment of people in the workplace;
 - e) allow people in the workplace to have redress against unfair and unreasonable treatment.

GUIDELINES

1. The Sexual Harassment Policy applies to all people within Castlemaine North Primary School.
2. The responsibility for providing a working environment free from sexual harassment is discharged through the Principal and School Council.

IMPLEMENTATION

1. The responsibilities of Principals and School Councils include:
 - a) modelling appropriate behaviour;
 - b) monitoring the working environment to ensure that acceptable standards of conduct are maintained at all times and that sexual harassment is not tolerated;
 - c) promoting awareness of the avenues for advice and the complaints procedures;
 - d) treating complaints seriously and taking immediate action;
 - e) treating complaints of sexual harassment with appropriate confidentiality;
 - f) ensuring that a person is not victimised for making a complaint of sexual harassment;
 - g) identifying an appropriate contact person;
 - h) where an allegation involves a student, ensuring an appropriate network of support for the student and their family;
 - i) where an allegation involves a staff member, ensuring appropriate support for the staff member.
2. If a complaint of sexual harassment is made, or sexual harassment is observed or brought to the attention of the principal it will be acted upon immediately and managed according to the DEECD Sexual Harassment Policy Guidelines (see reference below).

EVALUATION

This policy is to be reviewed triennially as part of the School Council's review cycle.

This policy was endorsed by School Council 2017.

(Principal)

(President of School Council)

Date: June 2017

Review Cycle Date: June 2020

REFERENCE:

DEECD Sexual Harassment Policy Guidelines:

https://www.eduweb.vic.gov.au/edulibrary/public/hr/equalop/Sexual_Harassment_Policy.pdf