

ST EUPHEMIA COLLEGE

K-12



SEXUAL HARASSMENT POLICY

2014

1. Policy Statement

This Policy outlines St Euphemia College's commitment to ensuring that our School is free from sexual harassment. It clearly states that sexual harassment will not be tolerated under any circumstances.

2. Applicability

This Policy applies to all students, staff, parents, caregivers, contractors, volunteers or any member of the public on the property of the school.

3. Context/Rationale

St Euphemia College considers sexual harassment to be an unacceptable form of behaviour. Staff, students and visitors to St Euphemia College have a right to enjoy an environment that is free from behaviours that are overtly sexual in nature and which offend against School standards of acceptable conduct.

All staff and students should be able to work in an atmosphere based on mutual respect and the dignity of each individual. Sexual harassment is unlawful under both Commonwealth and NSW legislation and is contrary to the duty of care to provide a safe and supportive environment for work and learning.

Sexual harassment is illegal in all work related and educational contexts. These contexts are not just confined to working/school hours or in the workplace/school itself but include all School related activities.

4. Roles and Responsibilities

Responsibility of the Principal:

The Principal/Delegated Authority is expected to:

- ensure that the Policy and Procedures relating to sexual harassment are implemented
- ensure that appropriate support and information are provided to facilitate the effective implementation of the Policy
- respond appropriately to complaints of sexual harassment within a School
- take all reasonable steps to prevent sexual harassment from occurring in the School.

Responsibility of the School Executive:

The School Executive is expected to:

- establish a system of procedures for teachers, students and parents or caregivers for responding to sexual harassment incidents.

Responsibility of Staff:

The staff are expected to:

- monitor their own behaviour to ensure that it does not result in anyone experiencing sexual harassment
- support students to develop an understanding of sexual harassment and the impact on individuals and the broader community
- ensure that curriculum content and teaching practices are congruent with and support this policy
- help students to develop competencies to challenge sexist attitudes and behaviours in themselves and others
- ensure that claims of sexual harassment are responded to as soon as possible
- practise non sexist behaviours
- use procedural fairness when dealing with incidences including verification of information from all parties
- follow recording procedures of incidents.

Responsibility of the Parents and Caregivers:

Parents and Caregivers are expected to:

- support their children in developing anti discrimination values , attitudes and behaviours.

Responsibility of Students:

Students are expected to:

- understand and practise their rights and respect the rights of others to be free from sexual harassment
- be aware of the appropriate procedures for reporting incidents of sexual harassment.

5. Monitoring, Evaluation and Reporting Requirements

Any reported incident of sexual harassment will be investigated by the teachers, Year Coordinators/Faculty Coordinators and referred to the Principal or Director of Primary.

6. Policy Review

The Policy will be reviewed as required.