

# SEXUAL HARASSMENT POLICY

## Definition

Sexual harassment is any verbal or physical conduct of a sexual nature:

- It is uninvited, unreciprocated, unwelcome and/or repeated behaviour.
- Sexual harassment can be physical, verbal, or written and can include words, actions, statements or images. It may also include electronic transmissions by phone, fax, video conference, internet, social media, text message and email.
- The Sexual Harassment Policy applies to all people in the school environment including The Victorian Department of Education (DET) employees, school councillors, students, casual staff, volunteers, contractors and parents/guardians (all parties).

## Rationale

Sexual harassment creates an intimidating, hostile and offensive environment. The School recognises that All Parties have a right to protection from sexual harassment and that there are consequences for breaches of this. It is against the law (under the Commonwealth Sex Discrimination Act 1984 and the Victorian Equal Opportunity Act 1995) for any individual to sexually harass another individual.

## Aims

- To provide a safe and respectful environment that actively discourages sexual harassment where all parties have a responsibility to ensure their behaviour does not constitute or foster sexual harassment.

## Implementation

1. The DET and the School Council are responsible for providing an environment free from sexual harassment. This responsibility will be discharged through the School Principal.
2. A Sexual Harassment Officer will be nominated as a contact for complaints. They are responsible for providing confidential support, closely monitoring the situation and advising the School Principal of a complaint.
3. The School Principal must treat complaints about sexual harassment seriously and must take immediate action.
4. Where sexual harassment is suspected, the Sexual Harassment Officer or School Principal will liaise with the DET's Conduct & Ethics branch for advice.
5. Sexual offenses against children have mandatory reporting implications and require contact with the Department of Human Services.
6. **All complaints will be treated with the utmost confidentiality.**

## Evaluation

This policy will be reviewed as part of the School's three year review cycle.