



St Francis of Assisi
PARISH PRIMARY SCHOOL

SEXUAL HARASSMENT POLICY

Definition

Sexual harassment is any verbal or physical conduct of a sexual nature and is identified by any of the following occurrences:

- It is uninvited, unreciprocated, unwelcome and/or repeated.
- Submission to such conduct is implicitly or explicitly a term or condition of an individual's employment, or a condition for decisions that might affect promotion, salary or any job conditions.
- Such behaviour creates an intimidating, hostile or offensive work environment for any employee.
- People are defined in terms of their gender or sexual preference, and their individual contribution and worth are denigrated or ignored as a result.

Sexual harassment can be physical, verbal, or written and can include words, actions, statements or images. It is against the law for any individual to sexually harass another individual.

Rationale

- Sexual harassment creates an intimidating, hostile and offensive work environment.
- Both males and females can be victims. It is unwelcome, illegal and will not be tolerated.
- The school recognises that everyone has a legal right to protection from sexual harassment.

Aims

- To provide an enjoyable, harmonious work environment that actively discourages sexual harassment.
- To ensure that proper standards of conduct are maintained at all times.
- To ensure that Pastoral Care as a Catholic school plays an important role in ensuring that our school is respectful of the dignity, rights and fundamental freedoms of individuals.

Implementation

- St. Francis of Assisi is responsible for providing a work environment free from sexual harassment. This responsibility will be discharged through the school Principal.
- All staff have a responsibility to ensure their behaviour does not constitute or foster sexual harassment, and will be involved in sexual harassment professional development.
- The Learning and Teaching Team is a supportive group dealing with issues that may arise.
- Staff are referred to the following DE&T Sofweb site for information relating to the Equal Opportunity Act and associated information:

<http://www.sofweb.vic.edu.au/hrm/mandiv/equalop.htm>

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