



St Francis of Assisi
PARISH PRIMARY SCHOOL

SEXUAL HARASSMENT POLICY

Definition

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 and the right to work in a safe, respectful environment.

Sexual harassment is any verbal, physical or online conduct of a sexual nature that is characterised by 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, written or online and can include words, actions, statements or images. It is against the law for any individual to sexually harass another individual.

All members of St Francis of Assisi Primary School community strive to provide an enjoyable, harmonious work environment that actively promotes respectful relationships. Our collective endeavours are guided by our commitment to the pastoral care of each other. We are governed by our Pastoral Care Policy which provides a central framework to ensure our school is respectful of the dignity, rights and fundamental freedoms of individuals.

St. Francis of Assisi is responsible for providing a work environment free from all forms of harassment. This responsibility will be discharged through the school Principal, members of the school's Leadership Team and delegated support staff. All staff have a responsibility to ensure their behaviour does not constitute or foster harassment and are expected to seek immediate support if any instances of harassment are observed or experienced.

This policy works in close connection with the MACS Bullying Prevention Policies (including Cybersafety).

POLICY REVIEW

Policy reviewed	February 2025
Approved by	Principal Mark Basile
Next scheduled review date	February 2028