

POLICY: SEXUAL HARASSMENT PROTECTION GUIDELINES

Rationale

Rotorua Lakes High School commits itself to ensuring that all staff (teaching and non teaching) and students are able to work and learn in a sexual harassment free environment (NAG 5i, 5ii).

The definition of sexual harassment which the school accepts is as follows:

Sexual harassment is verbal or physical conduct, including misuse of visual or written material, of a sexual nature by one person towards another. This conduct is unwelcome and offensive, is of a serious nature or is persistent so that the work performance and life satisfaction of the person subjected to it is affected detrimentally. (Adapted from the Human Rights Commission definition.)

Purposes

1. To create a sexual harassment-free environment for the wellbeing of staff and students.
2. To provide a procedure for sexual harassment allegations / issues to be investigated.

Guidelines and Procedures

- 1.1 Staff are educated about behaviours that constitute sexual harassment in a professional development forum
- 1.2 Students are educated about behaviours that constitute sexual harassment in the school’s Health Education Programme
- 1.3 Parents are made aware of behaviours that constitute sexual harassment and how the school deals with allegations of sexual harassment.
- 2.1 All complaints/allegations of sexual harassment will be acknowledged
- 2.2 The procedure for dealing with complaints / allegations is as per appendix.
- 2.3 Contact persons for staff and students will be available to all concerned.
- 2.4 The Board of Trustees will utilise Collective Employment procedures and School Trustees Association advice in any sexual harassment investigation
- 2.5 All investigations will be handled confidentially.

REVIEW: This policy will be reviewed according to the Board of Trustees’ triennial Programme of self review (JUNE 2022)

DATE CONFIRMED: 25 JUNE 2019

Procedure for dealing with sexual harassment complaints in schools

