

SEXUAL HARASSMENT

Version: Feb 2010
Reviewed: Apr 2019; May 2021; July 2022



LAUNCESTON
CHRISTIAN
SCHOOL

Launceston Christian School is committed to providing for all teachers, staff and students, a working and learning environment free from sexual harassment. All teachers, staff and students are required to honour and support this commitment.

The sexual harassment of teachers, staff and students is unlawful under the Federal Sex Discrimination Act of 1984. This Act specifically prohibits:

- (a) The sexual harassment of an adult student² by teachers, staff or other adult students and
- (b) The sexual harassment of teachers or other staff by adult students or other staff/teachers.

Sexual harassment is unacceptable and will not be tolerated at Launceston Christian School under any circumstances. Appropriate disciplinary action will be taken in any proven instance of harassment.

DEFINITION OF SEXUAL HARASSMENT

Sexual Harassment is any unwelcome and uninvited comment, attention, contact or behaviour of a sexual nature, that an individual or witness finds humiliating, offensive or intimidating. It can be verbal, physical, written or visual.

Sexual harassment has nothing to do with mutual attraction or consenting friendships.

Examples of sexual harassment may include:

- The distribution or display of offensive pictures or written material
- Repeated unwelcome requests for social outings or dates
- Offensive or unwanted comments about a person's physical appearance, dress or private life
- Jokes, intrusive questions, messages or telephone calls of a sexual nature
- Direct propositioning or subtle pressure for sexual favours
- Leering, patting, pinching, touching, invasion of personal space or unnecessary familiarity
- Indecent exposure, sexual assault or rape

WHAT TO DO IF YOU ARE SEXUALLY HARASSED

Teachers, staff or students who believe they are being sexually harassed should make it known that the comments, attention, contact or behaviour is unwelcome and offensive. If the sexual harassment continues, or you are unwilling or unable to handle the matter, you should contact one of the following staff for information, advice or make a formal complaint:

PRINCIPAL - Mr Adrian Bosker

HUMAN RESOURCES COORDINATOR – Mrs Liz Winter

HEAD OF SENIOR SCHOOL – Mr Nathan Hill

HEAD OF MIDDLE SCHOOL – Mrs Bonnie Armstrong

HEAD OF JUNIOR SCHOOL - Mrs Irene Niebuur

BUSINESS MANAGER - Mr Graeme Smith

VICTIMISATION

A person is victimised if threatened, harassed, harmed or subjected to any form of detriment.

In relation to sexual harassment it is against the law to victimise a person who:

- Has made or intends to make a complaint
- Acts as a witness or intends to act as a witness
- Supports or intends to support a victim.

BREACH OF POLICY

Where a staff member breaches this policy LCS may take disciplinary action.

RELATED POLICIES

Staff Code of Conduct

NOTES

1. "Teachers" and "Staff" may refer to prospective employees, current employees, contract workers, partners, visitors, commission agents or other members of the school community.
2. Adult student refers to a student 16 years and over.

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