

Wakari School Board of Trustees  
**SEXUAL HARASSMENT POLICY**  
16 August 1995

**PURPOSE**

To have procedures to handle complaints of sexual harassment of pupils, staff, parents or members of the public in the school environment.

**OBJECTIVES**

- 1 The board makes known to the school community, the definition of sexual harassment as stated herein.

Sexual Harassment is defined as any verbal or physical act of a sexual nature which is unsolicited, unwelcome and offensive, or might reasonably be perceived by the complainant as being unwelcome and offensive, detrimental and/or persistent.

The behaviour includes unwelcome and deliberately physical conduct/contact; verbal comments or abuse; requests for contact or activities of a sexual nature, either overt or subtle, which may be accompanied by threats; the open display of sexist material.

- 2 The board encourages the prevention of sexual harassment through promoting a non-sexist curriculum and role models.
- 3 Children and staff have support if they are subjected to offensive or unwelcome behaviour which is of such a significance that it detrimentally affects them. Teachers and/or the principal consider such complaints seriously and sympathetically and make efforts to ensure the person making the complaint is not subjected to victimisation.
- 4 Children and staff have support if they are subjected to offensive or unwelcome behaviour of a sexual nature which is of such significance that it detrimentally affects them. The principal and/or the board consider such complaints seriously and sympathetically and make efforts to ensure the person making the complaint is not subjected to victimisation.
- 5 A Sexual Harassment support group consisting of 3 staff members is elected by the full school staff by secret ballot, and is reviewed annually or more frequently should any of the members become unavailable.
- 6 Where necessary, because of specific situations which have arisen, the board makes available counselling to educate individuals towards appropriate sexual behaviour.
- 7 In the event of sexual harassment the person making the complaint approaches one of the following:

- Sexual Harassment Support Group
- Board of Trustees
- Union Advocate
- Another support person

8 Together they decide whether to document the allegation.

9 The person making the allegation lays the complaint through one of the following avenues:

- The principal and/or the board of trustees;
- Personal Grievance through an industrial advocate or an NZEI field officer;
- Human Rights Commission.

10 If it is decided that further action should be taken, the person alleged to be responsible for the harassment is informed in writing that a complaint has been laid.

#### **EFFECTIVENESS REVIEW**

1 This policy will be reviewed annually by the board in accordance with its self-review guidelines and timetable.

2 The board will make its review report available to parents and staff.

Signed

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Chairperson

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Principal

..... Date