

KAIKORAI VALLEY COLLEGE



SEXUAL HARASSMENT POLICY

OBJECTIVES

1. To provide a school environment free from sexual harassment, defined as –
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 or life satisfaction of the person subjected to it is affected detrimentally.
2. To ensure that the school has an education programme on sexual harassment issues for staff and students.
3. To ensure that all complaints of sexual harassment are taken seriously and are investigated.
4. To ensure there are procedures available to students and staff in complaints of sexual harassment.
5. To fulfil the legal requirement under the Human Rights Act, relevant Employment Agreements and current Employment Legislation.

Guidelines

1. Each year the staff is made aware of what sexual harassment is and what protection there is for victims of harassment.
2. Sexual harassment education is provided in the Health Education programme for students and for groups or classes if a special need occurs.
3. Some staff are designated to be initial contact people for receiving complaints. All staff and Board of Trustee members are to be aware of correct procedures for dealing with harassment.
4. The names of initial contact people are published within the school community.
5. Procedures as set out in the relevant Employment Agreements (including Secondary Teachers' Collective Agreement - Part 9 and Support Staff in Schools' Collective Agreement - Section 12) are followed where complaints involve staff.
6. Students engaging in deliberate acts of sexual harassment are subject to the school's discipline procedures. Guidance help is available where relevant.

Date of Confirmation by the Board of Trustees	12 September 2001	
Reviewed	19 August 2004	28 March 2007
Reviewed	14 September 2011	28 May 2014
Reviewed	28 June 2017	06 March 2021
Next review March 2024		