

# KAIKORAI VALLEY COLLEGE



## SEXUAL HARASSMENT POLICY

### Statement of Intent:

Kaikorai Valley College will maintain a safe environment free from sexual harassment. All interactions are guided by the school's vision and values.

### Definition

Under the Human Rights Act 1993 two types of sexual harassment are prohibited. They are:

- Physical behaviour, language, or visual material of a sexual nature, which is unwelcome or offensive, and either repeated or significant enough to have a detrimental effect on the person subjected to it.
- A request for sexual activity together with an implied or overt promise of preferential treatment or a threat of detrimental treatment.

### Board Expectations:

That all persons employed, enrolled, or otherwise associated with the school will respect the rights of others to an environment free from sexual harassment. The Board's expectations regarding sexual harassment are that:

- a positive, supportive school climate is actively fostered by all members of the school community
- staff and students maintain awareness of sexual harassment in all its various forms and of the effects on those who are sexually harassed
- reporting sexual harassment is encouraged and those who do so will have their complaints or reports investigated
- sexual harassment is dealt with by an appropriate combination of discipline and guidance

For reporting or a complaint about sexual harassment, you can contact:

- a school staff member you trust
- Kaikorai Valley Board in writing
- the Teaching Council Complaints Assessment Authority, who can refer the complaint to the Disciplinary Tribunal (if the harassment is by a teacher)
- the Human Rights Commission.

### Supporting Documents:

The Board expects that the following documents outlining management policies, procedures, or practices are in place and are consistent with this policy. Where they have been developed by the school they will be regularly reviewed.

These documents are available to the Board on request:

- Anti-Bullying Procedure
- Pastoral Procedure
- Professional Boundaries Procedure
- Concerns and Complaints Procedure
- Protected Disclosure Procedure
- Student Concerns Procedure

### Delegations

The implementation of this policy is delegated to the Principal.

**Reviewed and Approved by the Board - 30 August 2024 - Review Cycle: Within 3 years**

Next Review

August 2027