

POLICY STATEMENT

Harassment of any kind, including sexual harassment is not acceptable within the College. Reported incidents of sexual harassment will be taken seriously and dealt with appropriately.

RATIONALE

Concordia College seeks to support the well – being of its students. We have a moral, societal and Christian responsibility to promote and support an environment in which sexual harassment is not tolerated.

DEFINITIONS

1. Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances
2. Natural Justice is an unbiased and fair process which allows all parties to be heard and kept informed
3. Restorative Practice is a process by which the healing of relationships between community members is at the centre of the behaviour management processes adopted by the College so that those involved may move forward positively.

POLICY PRINCIPLES

The following statements apply to this policy:

1. Concordia College will comply with mandatory and legal requirements including mandatory reporting and responding to abuse and neglect.
2. Every staff member has a responsibility to promote a school environment that is free of sexual harassment.
3. Pastoral care shown to students will include education about respectful relationships.
4. A case of sexual harassment will be redressed as far as possible in a just and fair manner.
5. Every complaint will be treated seriously.
6. All involved will be treated reasonably and fairly.
7. All parties involved are afforded support and protection.
8. The processes of Natural Justice will be followed.
9. Relevant information about available support will be communicated.
10. Students impacted by a sexual harassment incident will be provided with appropriate support and/or advice.
11. It is expected that there is no retaliation, recrimination or breach of required confidentiality.

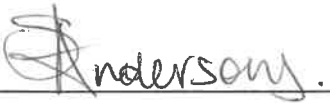
SCOPE

This policy applies to Concordia College students, and the staff, volunteers, contractors and other visitors who work with them.

RESPONSIBILITIES

Principal

- For the implementation of the policy.
- That the policy is available and communicated.
- May delegate aspects of the implementation of the policy to a senior member of staff.
- Ensure that sufficient College resources are provided to support this policy.



**CHAIR
CONCORDIA COLLEGE INC BOARD**

DATED 23.5.18.

IMPLEMENTATION DATE: 28 March 2018

NEXT REVIEW DATE: 28 March 2021

RELATED POLICIES

- **Respectful relationships**
- **Student Well-being**
- **Student HSW Behaviour and Relationship Management**

APPENDIX 2

APPENDIX 1

SPECIFIC RESPONSIBILITIES

The Senior Staff will:

- promote and encourage a safe and supportive environment
- ensure that strategies are implemented to reduce sexual harassment throughout the school
- raise awareness about the Sexual Harassment Policy and Procedures among staff, students and parents

Students will:

- not sexually harass other students
- report incidents of sexual harassment in regard to themselves or others
- where appropriate participate in a restorative practice session.

Staff will:

- ensure that issues of sexual harassment are appropriately addressed.
- be positive role models in word and action
- be familiar with the Sexual Harassment Policy and procedures
- meet professional responsibilities including arriving at class on time, active patrolling on yard duty, being alert to possible harassment via cyber platforms and creating safe classroom environments
- ensure that sexual harassment incidents are taken seriously and followed through appropriately and in accordance with the Behaviour Management policy
- empower and support the student being sexually bullied or harassed to take positive action.

Parents will:

- be familiar with the Sexual Harassment Policy and procedures
- support the processes put in place by the school which may include Restorative Practices
- encourage their child to speak with a staff member if their child is being sexually harassed
- communicate concerns related to sexual harassment to the appropriate person
- work proactively with the school and child to address the issue
- maintain communication with the school as appropriate
- if their child is involved in sexual harassment, to be supportive of the action to change this behavior
- maintain appropriate confidentiality.

Student Sexual Harassment Flowchart

