

# SYDNEY STUDENT LEADER COALITION

## SEXUAL HARASSMENT POLICY (DRAFT 2018)

### Policy Statement

The purpose of this sexual harassment policy is to reduce and eventually abolish all acts of sexual harassment within the **[name of school]** institution. This is to improve overall student wellbeing and also to follow the school's standard of educating children for their future beyond secondary level education, as sexual harassment is a prominent issue within society which must be addressed from a younger age.

### Aims

- To educate young people within the school community as to what is acceptable and not acceptable in the school environment.
- To encourage the reporting of prohibited behaviour.
- To better the mental wellbeing of students in all areas of life, particularly within the school environment.
- To remove tokenistic punishments and have genuine and enforceable outcomes.

### Statement on the school's attitude to sexual harassment

- In our school, we aim for a safe, supportive, and inclusive environment. This means we do not, under any circumstances, condone sexual harassment within our community.

### Outline of the school's objectives regarding sexual harassment

- To create a working and learning environment that is free from sexual harassment and where all community members are treated with courtesy, dignity and respect
- To implement strategies to ensure that all members of the school community know their rights and responsibilities
- To encourage the reporting of prohibited behaviour
- To provide an effective complaints procedure

### Definition of sexual harassment

- Sexual harassment is a type of sex discrimination.
- Sexual harassment includes unwanted sexual advances, or unwelcome requests for sexual favours; or other unwelcome conduct of a sexual nature; and, in the circumstances, a reasonable person would have expected you to be offended, humiliated or intimidated by this behaviour.

- Sexual harassment extends to the cyber world, and can be described as the use of digital tools, in particular social media and communication technologies, for unwarranted sexual comments and advances, solicitation of sexual favours, and sexual coercion.
- Extended definition: <http://www.un.org/womenwatch/osagi/pdf/whatish.pdf>

### **What sexual harassment is not:**

- Sexual harassment is not behaviour that is based on mutual attraction, friendship or respect. If the interaction is consensual, welcomed and reciprocated it is not sexual harassment.
- Sexual harassment is not interaction, flirtation or friendship which is mutual or consensual.

### **A statement that harassment is against the law:**

- Under the Sex Discrimination Act 1984 it is unlawful for:
  - > A teacher or a student over the age of 16 to sexually harass a student
  - > A student over the age of 16 to sexually harass a teacher

### **Consequences:**

A variety of consequences will apply according to the severity of the situation and whether it is a first or subsequent offence. We aim to remove tokenistic punishments and have genuine and enforceable outcomes. Consequences may include:

- An apology
- Counselling
- Compensation
- Disciplinary action
- Misconduct proceedings
- Suspension or expulsion

### **Where to get help or advice:**

- School counsellor
- Representatives of Student Representative Council / Leadership Team
- Senior school members
- Nominated staff members