

RIDGEVIEW SCHOOL BOARD POLICY



SEXUAL HARASSMENT

National Education and Learning Priorities 5 – Health & Safety

Background to Policy

Sexual harassment is a form of discrimination or intimidation, which can adversely affect the personal development and work environment of staff. The school is committed to providing a sexual harassment-free environment.

Policy Statement

It is the policy of the Board to ensure that complaints in regards to alleged sexual harassment are managed through a consistently fair and transparent process.

Policy Implementation

In implementing the policy on sexual harassment, the board will take appropriate action to provide a way for complaints to be expressed appropriately:

- to provide a process for a consistent, fair hearing of any complaints;
- to ensure that complaints do not become personal attacks;
- to ensure that staff responses to all complaints are balanced and appropriate;
- to protect all parties from unsubstantiated adverse comments;
- to ensure a framework is in place to support rigorous review of areas of concern;
- to ensure recommendations made as a result of reviews and agreed by parties are implemented;
- to use the resolution process as a means to measure and improve the quality of governance.

Guidelines:

1. Sexual harassment in school can include:
 - wolf whistles;
 - sexy jokes;
 - suggestive comments;
 - looking down shirts or up skirts;
 - touching, patting, pinching and rubbing;
 - misuse of visual material of a sexual nature;
 - behaviour that makes someone feel bad about themselves;
 - behaviour that makes someone feel threatened.
2. A school staff member has been sexually harassed in the school if a member of the Board or other staff member:
 - a) Makes a request of the staff member for sexual intercourse, sexual contact, or other form of sexual activity which:
 - implies or overtly promises preferential treatment in the school, and/or
 - implies or overtly threatens detrimental treatment in the school, and/or
 - implies or overtly threatens the present or future status of the staff member.
 - b) By:
 - repeated use of language either spoken or written of a personal and sexual nature; and/or
 - repeated/persistent misuse of visual material of a sexual nature; and/or
 - any other conduct that subjects the worker to behaviour which is unwelcome to that worker and which is either repeated or of such a significant nature that it has a detrimental effect on that worker's employment, job performance, or job satisfaction.

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This policy will be reviewed as per the Board's Effectiveness Review Programme

Confirmed by the Board Members on: 27/03/2023 (date)

The planned review date will be: March 2026 (date)

Presiding Member

Principal