

SUNSHINE COLLEGE

SEXUAL HARASSMENT POLICY

Rationale

Sunshine College is committed to supporting the right of all students and staff to study and work in an environment free from sexual harassment. Sexual harassment is unacceptable behaviour. It will not be tolerated at the School and will be dealt with accordingly.

DEFINITION OF SEXUAL HARASSMENT

Sexual harassment is any form of sexual attention that is uninvited, unwelcome or unreciprocated and which makes a person feel humiliated, intimidated or offended. It can be a single incident or a persistent pattern of behaviour. It may be intentional or unintentional and is not confined to gender or sexuality. Sexual harassment reinforces unequal and harmful relationships.

WHAT SEXUAL HARASSMENT IS NOT

Sexual harassment is not behaviour which is based on mutual attraction, friendship or respect. If interaction between individuals is consensual, welcome and reciprocated, it does not constitute sexual harassment.

SEXUAL HARASSMENT IS AGAINST THE LAW

Sexual harassment is illegal under the Commonwealth Sex Discrimination Act 1984, and the ACT Discrimination Act 1991.

Although the Sex Discrimination Act makes sexual harassment a civil offence, some types of harassment may also be offences under the criminal law. These include:

- physical molestation or assault;
- indecent exposure;
- sexual assault;
- stalking;
- obscene communications (telephone calls, letters, cyber communication, etc.).

Sunshine College is committed to providing a safe and secure learning and working environment in which sexual harassment does not occur and where all members of the community are treated with dignity, courtesy and respect. All students and employees are required to honour and support this commitment.

If sexual harassment does occur, however, the school is committed to the effective (and early) resolution of any complaint, providing appropriate counselling and disciplinary procedures to deal with it.

The school will promote discussion of the Sexual Harassment Policy in appropriate student, staff (teaching and non-teaching) and parent groups within the school community and will implement strategies to ensure that everyone is aware of his or her rights and responsibilities.