



# SEXUAL HARASSMENT POLICY & PROCEDURES

Millicent High School is committed to ensuring that the working and learning environment is harassment-free. Sexual harassment is unlawful as covered by the *Sex Discrimination Act 1984* and will not be tolerated. This policy refers to behaviours that occur student to student, student to adult, adult to student.

## RATIONALE & AIMS

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Create a working and learning environment that is free from sexual harassment and where all 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 in this area

- To encourage the reporting of prohibited behavior
- To provide an effective complaints procedure based on principles of natural justice
- To treat all complaints in a serious, sensitive, fair, timely and confidential manner
- To guarantee against victimization or reprisals

## RESPONSES TO INAPPROPRIATE SEXUAL HARASSMENT

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1. Person being harassed tells the perpetrator "That's sexual harassment and it needs to stop" if they feel safe to do so.

***If behaviour continues:***

2. Report it to a staff member who will also firmly inform the perpetrator "That behavior is sexual harassment and it needs to stop". Staff member will record the behavior in Sentral Intranet and inform the Senior School Senior Leader (year 10-12) or Junior School Senior Leader (year 8-10).

***If behaviour continues:***

3. Internal suspension in which time students complete worksheets on Sexual Harassment. Student is unable to leave Internal until this is completed and an apology is made to the victim. Parents are notified.

***If behaviour continues:***

4. External suspension and contact police. Students may be legally liable.

***In the case of serious incidents steps may be skipped and the policy enacted at steps 3 and 4.***

## DEFINITIONS

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- Sexual harassment is any unwelcome or uninvited sexual conduct which makes a person feel offended, humiliated and/or intimidated
- Sexual harassment can be a single incident, repeated or continuous, direct or indirect, and take various forms
- Sexual harassment is a legally recognisable form of sex discrimination
- Behaviour of a sexual nature based on mutual attraction, friendship and respect, which is welcome or invited, consensual and reciprocal does not constitute sexual harassment

### Some examples of behaviour that may be sexual harassment include:

- Sexually suggestive comments or jokes
- Insults, taunts, teasing or name calling of a sexual nature; or sexually explicit conversation
- Accessing sexually explicit internet sites
- Offensive telephone calls, letters, emails, mobile phone text messages or drawings
- Posting filmed or photographed images or comments on social networking sites
- Intrusive questions about your private life or physical appearance
- Inappropriate staring or leering
- Inappropriate discussion and/or gossip about the sexual life of others – (Social media including *Facebook*, *Snapchat* etc.)
- Unwelcome hugging, kissing, brushing up against or other types of inappropriate physical contact – (including intrusion into ‘personal space’)
- Multiple unwelcome invitations to go out, or on dates
- Requests for sex
- Behaviour that may constitute a criminal offence under criminal law and reportable to the police, such as physical or indecent assault, stalking, obscene communications, and sexual assault.

## FURTHER HELP AND ADVICE:

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For more information about sexual harassment you can contact:

### Millicent High School

Principal	Mr John Shelton	08 87332400
Wellbeing Coordinator	Ms Tamara Gould	08 87332400

**Australian Human Rights Commission Infoline:** 1300 656419 / 02 9284 9600

**Beyond Blue** 1300 224 636

**National Sexual Assault, Family & Domestic**

**Violence Counselling Service** 1800 737 732

**Kids Helpline** 1800 551 800

**Lifeline** 13 1114

## REVIEW

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A review of the policy will take place triennially and is the responsibility of the Wellbeing Coordinator – due 2023.

## FOR MORE DETAILS PLEASE CONTACT

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