

Wakari School Board of Trustees
**SEXUAL & RACIAL
HARASSMENT POLICY**

Revised: October 2015



PURPOSE

To have procedures to handle complaints of sexual and racial harassment of pupils, staff, parents or members of the public in the school environment.

OBJECTIVES

- 1 The board makes known to the school community, the definition of harassment as stated herein.

Sexual Harassment is defined as any verbal or physical act of a sexual nature which is unsolicited, unwelcome and offensive, or might reasonably be perceived by the complainant as being unwelcome and offensive, detrimental and/or persistent.

The behaviour includes unwelcome and deliberately physical conduct/contact; verbal comments or abuse; requests for contact or activities of a sexual nature, either overt or subtle, which may be accompanied by threats; the open display of sexist material.

Racial Harassment is defined as any person expressing hostility against, or bringing contempt or ridicule towards an individual on the grounds of race, colour, religion or ethnic or national origins of the person.

The behaviour includes hurtful or offensive comments to the individual. And has, either by its nature or through repetition, a detrimental effect on the individual.

- 2 The board encourages the prevention of sexual harassment through promoting a non-sexist curriculum and role models.
- 3 Children and staff have support, including counselling, if they are subjected to offensive or unwelcome behaviour of a sexual or racial nature which is of such significance that it detrimentally affects them. The principal and/or the board consider such complaints seriously and sympathetically and make efforts to ensure the person making the complaint is not subjected to victimisation.
- 4 A Sexual & Racial Harassment support group consisting of 3 staff members is elected by the full school staff by secret ballot, and is reviewed annually or more frequently should any of the members become unavailable.
- 5 Where necessary, because of specific situations which have arisen, the board makes available counselling to educate individuals towards appropriate sexual and racial behaviour.
- 6 In the event of sexual or racial harassment the person making the complaint approaches one of the following:
 - Sexual & Racial Harassment Support Group
 - Board of Trustees
 - Union Advocate

- Another support person
- 7 Together they decide whether to document the allegation.
- 8 The person making the allegation lays the complaint through one of the following avenues:
- The principal and/or the board of trustees;
 - Personal Grievance through an industrial advocate or an NZEI field officer;
 - Human Rights Commission.
- 9 If it is decided that further action should be taken, the person alleged to be responsible for the harassment is informed in writing that a complaint has been laid.

EFFECTIVENESS REVIEW

- 1 This policy will be reviewed by the board in accordance with its triennial programme of self-review.
- 2 The board will make its review report available to parents and staff.



Board Chairperson



Date