



Devon Intermediate School  
*Te Kura Takawaenga o Ngāmotu*

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## **SEXUAL HARASSMENT POLICY**

**No 502**

### **Rationale**

As part of its health and safety requirements the Board operates an environment which is free as far as possible from sexual harassment.

### **Policy Statement**

The Board will:

1. create a work environment where staff and students can feel comfortably able to work free from offensive behaviour.
2. fulfill legislative requirements relating to employment and safety of staff.
3. clarify the nature of sexual harassment and how it should be recognized and addressed.
4. establish procedures for handling complaints.

### **Policy Guidelines**

1. This school sees sexual harassment as a breach of disciplinary requirements and may involve either staff or students as perpetrators.
2. Sexual harassment occurs:
  - a) where a person in authority tries to use that position to take sexual advantage of a person with implied or overt promises of future preferential treatment
  - b) in sex-related jokes or abuse
  - c) in unwanted, deliberate physical contact
  - d) in offensive gestures, remarks, visual or written material
3. If a person feels they are being sexually harassed, they should make it clear to the offender verbally or in writing that such behaviour is offensive and unacceptable.
4. If a person being sexually harassed feels unable to confront the offender, they should seek contact with another person for advice and support.
5. The school will have in place an appropriate complaints procedure to deal with allegations of harassment where the above fails to cause the offensive behaviour to cease.
6. Such procedures will have due consideration to any relevant employment contract.
7. Confidentiality will be maintained by all those involved.
8. Where the principal is the alleged offender, the matter will be referred directly to the Board.
9. Training for staff and students will be provided in recognizing and addressing sexual harassment.

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Ratified by Board: 4 September 2023	Next Review: September 2026
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