

Trinity Grammar School

POLICY ON SEXUAL HARASSMENT IN THE WORKPLACE

Sexual harassment is a civil offence. Under the Sex Discrimination Act 1984, sexual harassment is defined as follows:

28A.

(1) For the purposes of this Division, a person sexually harasses another person (the "person harassed") if:

(a) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed; or

(b) engages in other unwelcome conduct of a sexual nature in relation to the person harassed; in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated or intimidated.

(2) In this section:

"conduct of a sexual nature" includes making a statement of a sexual nature to a person, or in the presence of a person, whether the statement is made orally or in writing.

Thus, unlawful sexual harassment may consist of some or all of the following behaviours:

- unwelcome comments/questions about a person's sex life
- suggestive behaviour/propositions
- unnecessary familiarity or physical contact
- sexual jokes/offensive telephone calls/printed material
- indecent exposure.

Note: Some sexual harassment could be considered sexual assault/abuse, which is a criminal offence.

Trinity believes that all employees and students should be able to work and learn in an environment free of sexual harassment and intimidation. Therefore, Trinity considers sexual harassment an unacceptable form of behaviour, and will not tolerate it under any circumstances.

Trinity will take all reasonable steps to ensure that all employees and students are treated equitably, and not subjected to sexual harassment. Trinity will also take all reasonable steps to ensure that people who make complaints of sexual harassment, or who are witnesses to such harassment, are not victimised in any way.

Trinity believes that sexual harassment is not only damaging to the victim but is also against the School's interests. Sexual harassment creates an unfair work environment and can cause low staff morale, poor work performance, increased absenteeism or sick leave due to stress, accidents and resignations.

Where instances of sexual harassment occur, complaints should be made, in the first instance, to the Head Master. Complaints will be taken seriously and handled impartially, confidentially and promptly.
