

	<b>PARADE COLLEGE</b>
STUDENT WELL-BEING POLICY NO 8 OF 10:	<b>SEXUAL HARASSMENT POLICY</b>

## PREAMBLE

*Parade College "nurtures fullness of life and holistic growth for all", committed to developing "considerate, compassionate young men" who are "inspired by the Gospel and animated by the charism of Edmund Rice". (College Mission Statement)*

This Policy aims to define sexual harassment as it pertains to students and the procedures to be followed to support members of the Parade community in relation to this matter.

In relation to students, it should be read in conjunction with the following College Policies:-

- Student Bullying Policy
- Behaviour Management Policy
- Protecting the Safety of Young People at Parade College
- Protocol for Mandatory Reporting at Parade College

## DEFINITION

Sexual harassment is any deliberate verbal or physical sexual conduct that is unwelcome and uninvited.

Sexual Harassment includes when someone is touched in a way that makes them feel unsafe or uncomfortable, or when rude names, or jokes or comments are made about the way a person looks or lives their life – *refer also Student Bullying Policy.*

Sexual Harassment may include such actions as, but is not limited to:

- Leering, patting, pinching, touching or unnecessary familiarity.
- Persistent demands for sexual favours or outings.
- Displays of offensive posters, pictures, or graffiti.
- Dirty jokes, derogatory comments, offensive written messages, or offensive telephone calls.

## PRINCIPLES

1. Parade College considers sexual harassment an unacceptable form of behaviour which will not be tolerated under any circumstances. The College believes that all students have the right to take part in all aspects of College life in an environment which is free of sexual harassment and seeks to foster such an environment.
2. Parade College believes that the care of young people is central to the ethos and mission of the College (cf Student Wellbeing Policy), which makes any form of sexual harassment unacceptable.

If such behaviour makes a person feel:

- offended and humiliated
- intimidated and frightened

- uncomfortable

then it is both unchristian and unlawful.

3. Under the Equal Opportunity Act (*Vic.*) 2010 and the Sex Discrimination Act (*Clth.*) 1984 sexual harassment is illegal.

## **GUIDELINES**

1. The College Leadership Team will seek to ensure that all students are treated fairly and equitably and are not subject to harassment. Members of that Team will also ensure that complainants and witnesses are not victimised in any way.
2. Any reports of sexual harassment will be treated seriously by the College and will be investigated thoroughly and confidentially, and in light of the protocols and procedures contained in the Protecting the Safety of Young People at Parade College Policy and the Mandatory Reporting Protocols.
3. Appropriate disciplinary action, in light of these Policies and Protocols will be taken after consultation with Catholic Education Melbourne, Police, DHHS and Child First.

In the case of a student sexually harassing another student, the matter will be managed in the light of both the College–Behaviour Management and Student Bullying Policies initially and reviewed and acted upon in light of the Protecting the Safety of Young People at Parade College Policy.

4. If a student believes he is being sexually harassed, he is encouraged to discuss his concerns with his House Leader/Director of the Preston Campus/the Director of Pathways Programs or another member of the College staff with whom he feels comfortable making such a disclosure
5. The rights of any student accused of sexually harassing a member of the Parade Community will be respected in every way and with due confidentiality.
6. The parents of any student sexually harassed by a member of the College Community will be informed of the student's complaint and kept informed and supported throughout the process.
7. If a student has been sexually harassed by another student, relevant parties, such as the CEM and the Police may be informed.
8. If a student has been sexually harassed by a member of the College staff, the Principal will contact Catholic Education Melbourne and enact the appropriate policies and protocols under the College's Protecting the Safety of Young People at Parade Policy and Mandatory Reporting At Parade Protocol.

## **IMPLEMENTATION**

1. Students will be given instruction in appropriate classes about their rights and responsibilities in regard to all forms of harassment and be made aware of the substance of this policy. House Leaders/Director of the Preston Campus/Director of Pathways Programs manage complaints against students in the first instance.
2. The Leadership Team members and House Leaders/Director of Pathways Programs will maintain appropriate written records regarding complaints and subsequent procedures and ensure that they are kept confidential.

3. A Care Team will be established to assist the student as, and when, the need arises. The Care Team will normally consist of:
  - a) College Counsellor
  - b) Student's Tutor Teacher
  - c) Student's House Leader
  - d) Assistant Principal – Student Wellbeing

Approved by the College Board: December 1996

Revised: June 1998, June 2001, June 2004, February 2009, March 2010, June 2011, May 2019