

Anti-Sexual Harassment Policy



Sexual harassment is illegal and unacceptable. Mount Carmel College is committed to creating an environment free from sexual harassment. This policy deals with what to do if a student is sexually harassed by another student at school.

What is sexual harassment?

Sexual harassment is a form of bullying. It is unwelcome conduct of a sexual nature against another person, where the other person reasonably feels offended, humiliated or intimidated. It can include:

- Sexual remarks.
- Written comments, text messages or emails with sexual content.
- Showing or sending the person pictures of a sexual nature.
- Touching another person inappropriately.
- Any other conduct of a sexual nature.

What happens if someone is sexually harassed at school?

If you are sexually harassed at school, you should promptly report the behaviour to the Deputy Principal, the Principal or any other staff member whom you feel comfortable to approach.

The College will investigate the matter which may include:

- Asking you for detailed information about what happened. The contact person, a school counsellor, or another staff member of your choice will speak to you in private and you are welcome to have a support person with you.
- Examining any offensive material that has been shown, sent or given to you, which may also be confiscated.
- Gathering information from others at the College. We may need to speak to anyone else who saw what happened or heard what was said.
- In the case of suspected criminal behaviour, such as an assault, a report to the police.

If it appears that sexual harassment may have occurred, the College will make every attempt to resolve the matter, that is, to see that the behaviour is stopped. This may include:

- If appropriate, conducting a meeting with everyone involved. This can provide an opportunity for the harasser to realise that the behaviour is serious and needs to stop.
- Taking appropriate disciplinary action against the harasser.
- Linking you with the contact person you should speak to if there are further problems.
- Involving counsellors or other professionals.
- Any other appropriate action to reduce the risk of recurrence.

If, however, the matter has not been resolved with the College's assistance and the harasser is aged 16 or over, you can contact the Equal Opportunity Commission to lodge a complaint.

Other information

The Equal Opportunity Commission has information about sexual harassment on its website, www.eoc.sa.gov.au and can be contacted for help on 8207 1977 or for country callers on 1800 188 163.

This policy is supported by the Catholic Education Office's *'Responding to Problem Sexual Behaviour in Children and Young People: Guidelines for Staff in Education and Care Settings'*.

