



St Mary's College

TOOWOOMBA

SEXUAL & SEX BASED HARASSMENT POLICY

Rationale:

Current civil legislation addresses sexual harassment in an uncompromising manner and makes serious legal demands of administrators and teachers in schools. The Anti-Discrimination Act (1991 Sections 118-119) defines sexual harassment in the following way:

When a person subjects another person to an unsolicited act of physical intimacy; makes an unsolicited demand or request (whether directly or by implication) for sexual favours from another person; or makes a remark or sexual connotations relating to the other person; and the person engaging in the conduct do so with the intention of offending, humiliating or intimidating the other person or in circumstances where a reasonable person would have anticipated a possibility that the other person would be offended, humiliated or intimidated by the conduct.

A significant aspect of the role of the Catholic school is to model and encourage the development of healthy and life-giving relationships. Sexual and sex-based harassment are examples of behaviours which can cause damage in relationships and, as such, must be addressed by the College community. St Mary's College is committed to taking steps to eliminate sexual harassment in the College.

Values:

The Catholic tradition, through the promotion of Gospel values, demands that each person be treated with reverence and dignity because each person is made in the image of God. Harassment, in any of its forms, violates the essential dignity of the human person and has no place at St Mary's College.

Policy Statement:

St Mary's College challenges attitudes and stereotypes that support sexual harassment in society. The College will address situations of such harassment with due recognition of the Catholic Church context and the pastoral care of individuals.

Consequences:

All staff at St Mary's College must be familiar with the Anti-Discrimination Act (1991) and the responsibilities and liabilities that flow from it;

Awareness of the issues raised with staff, parents, and students;

St Mary's College will follow procedures clearly outlining options which may be followed in instances where sexual and sex-based harassment is identified;

There is a requirement that staff model appropriate values through their behaviour.

Related Documents:

St Mary's College Student Protection Policy

St Mary's College Grievance Policy

Toowoomba Catholic Education Office Code of Conduct

Queensland Anti-Discrimination Act (1991)

Queensland Child Protection Act (1999)

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