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ST PAUL'S SCHOOLPOLICY ON SEXUAL HARASSMENTAdopted June 1993

- 1 Under the Queensland Anti-Discrimination Act and the Commonwealth Sex Discrimination Act, sexual harassment is against the law.
- 2 Sexual harassment happens when a person subjects another person to an unsolicited and unwanted demand or request or act of a sexual nature. It can include remarks, behaviour and comments which are intended to offend, humiliate or intimidate the other person or is done in circumstances where a reasonable person would have anticipated that offence, humiliation or intimidation would have occurred to the other person.
- 3 Sexual harassment is an unacceptable form of behaviour which will not be tolerated under any circumstances at this School.
- 4 This policy covers all students, employees (whether permanent, part-time or casual), voluntary workers, trainees, apprentices, contract workers, job applicants, customers, parents of students, or any member of the public on the School property.
- 5 Any reports of sexual harassment will be treated seriously and investigated promptly, confidentially and impartially.
- 6 Complaints expressed regarding breaches of this policy are to be taken seriously by the person to whom they are reported and all complaints are to be communicated to the Head, who will take such action as is necessary to prevent violation of the law.
- 7 A person who makes a complaint, or any person associated with a complainant, or a witness, will not be disadvantaged or victimized in any way.
- 8 A complainant has the right to make a complaint to the Queensland Anti-Discrimination Commission and the Human Rights and Equal Opportunity Commission.
- 9 Procedural details for complaints to either of the Commissions are outlined in the Queensland Anti-Discrimination Act 1991 and the Commonwealth Sex Discrimination Act 1984, and the Conciliation and Complaint Procedures brochure, copies of which are available around the School and in the Sutton Building, the Administration Building and other staff areas. Additional copies are available from the Head.

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