

# SEXUAL HARASSMENT POLICY

Sexual harassment is unsolicited and unwelcome behaviour of a sexual nature (including comments, attention, contact) that causes offence or distress to its recipients and creates an intimidating, hostile or offensive environment. Sexual harassment can be verbal, physical, written or visual. Sexual harassment is demeaning, exploitative, and based on an abuse of power.

Sexual harassment can occur with all members of the School Community at any level.

Examples of Sexual Harassment include:

- kissing
- sexual propositions (or subtle pressure)
- gender based insults or taunts
- physical contact such as patting
- unwelcome questions, remarks or insulations about a person's sex, private life, or sexual morality
- suggestive comments about a person's appearance or body
- sexually explicit conversations
- demands that certain clothing be worn
- offensive phone calls, (text messages, emails)
- jokes, pin ups, calendars, graffiti, vulgar or abusive language, innuendos, obscene gestures, references to sexual activity or overt sexual conduct
- stalking
- attempts at sexual intercourse/sexual assault/rape

Situations of sexual harassment are based in context. If a person (either a bystander or a target/victim) feels uncomfortable, embarrassed or humiliated in a situation due to unsolicited and unwelcome behaviour of a sexual nature, then it is sexual harassment.

Examples of behaviour of a sexual nature that could constitute criminal behaviour include:

- physically molesting a person
- indecent exposure
- sexual assault
- obscene telephone calls and letters
- use of the internet to send or distribute explicit sexual material to another person

If you feel that you are the target/victim of sexual harassment, you have a number of options available to you:

1. Don't ignore it in the hope that it will go away.
2. Make it clear that you find the situation inappropriate
3. Report the situation to a teacher, Year Coordinator, Counsellor, Assistant Principal or Principal.

**Remember, there is no such thing as "boys being boys" or "girls being girls" when it comes to sexual harassment.**

The Sexual Harassment Policy at St. Joseph's Catholic High School is based on the Anti-Discrimination Act 1977 - Sect 22A. Sexual harassment occurs if:

- a. the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the other person,  
  
or
- b. the person engages in other unwelcome conduct of a sexual nature in relation to the other person, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the other person would be offended, humiliated or intimidated.

Sexual Harassment is unlawful under both Commonwealth and NSW legislation.