

## **Thornton School – Sexual Harassment Policy**

### **RATIONALE:**

As part of its health and safety requirements the Board operates an environment which is free as far as possible from sexual harassment.

### **PURPOSE:**

To create a work environment where staff and students can feel comfortably able to work and develop free from offensive behaviour.

To clarify the nature of sexual harassment.

To establish procedures for handling complaints.

### **GUIDELINES:**

1. Sexual/emotional harassment occurs:
  - a) Where a person uses their position to take sexual advantage of another person. This could imply overt promises of future preferential treatment or threats.
  - b) In sex related jokes or abuse.
  - c) In unwanted, deliberate physical contact.
  - d) In offensive gestures, remarks, visual or written material.
2. If a person feels they are being sexually harassed they should make it clear to the offender verbally or in writing that such behaviour is offensive and unacceptable.
3. If a person being sexually harassed feels unable to confront the offender they should seek contact with another person for advice and support.
4. The school will have in place an appropriate complaints procedure to deal with allegations of harassment where the above fails to cause the offensive behaviour to cease.
5. Confidentiality will be maintained by all those involved.
6. Where the Principal is the alleged offender the matter will be referred directly to the Board of Trustees.