

	<p style="text-align: center;">Whitsunday Christian College</p>	<p>Last Updated: April 2020</p>
	<p style="text-align: center;">Sexual Harassment Policy</p>	<p>Version: 3</p>

Purpose: The purpose of this policy is to protect students and employees from sexual harassment

Scope: Students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements

- References:**
- [Anti-Discrimination Act 1991 \(Qld\)](#)
 - [Sex Discrimination Act 1984 \(Cth\)](#)
 - WCC Child Risk Management and Child Protection Policy
 - WCC Student Code of Conduct
 - CCM Staff Code of Conduct
 - WCC Suggestions, Concerns and Complaints Policy

Review Date: Every 2 years

Next Review Date: 2022

Policy Owner: Principal

Policy Statement

All students and employees at Whitsunday Christian College have the right to learn and work in an environment free from sexual harassment. Whitsunday Christian College will provide a fair and safe learning and teaching environment where all students and employees have equal opportunities.

Whitsunday Christian College is committed to taking action to protect students and employees from sexual harassment and to responding appropriately should such behaviour occur, including possible discipline. Any instances of sexual harassment should be reported under the WCC Suggestions, Concerns and Complaints Policy. Additionally, students need to speak with a Child protection Officer or any staff member to make a formal complaint. Other community members need to speak directly with the Principal, Head of School or Child Protection Officer.

In particular and in accordance with the legislation, it is Whitsunday Christian College's policy that:

- An employee at the school must not sexually harass anyone in the course of their duties, including another employee, a student at the school or someone seeking to become a student at the school, or a student at another school
- An adult student at the school must not sexually harass another student or employee at the school or a student or employee at another school

Definitions

Sexual harassment is a specific and serious form of harassment. It is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include:

- sexually suggestive behaviour, such as leering or staring
- brushing up against someone, touching, fondling or hugging
- sexually suggestive comments or jokes
- displaying offensive screen savers, photos, calendars or objects
- repeated unwanted requests to go out
- requests for sex
- sexually explicit posts on social networking sites
- insults or taunts of a sexual nature
- intrusive questions or statements about a person's private life
- sending sexually explicit emails or text messages
- inappropriate advances on social networking sites
- accessing sexually explicit internet sites
- behaviour that may also be considered to be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

Just because someone does not object to inappropriate behaviour in the workplace at the time, it does not mean that they are consenting to the behaviour. A single incident is enough to constitute sexual harassment – it doesn't have to be repeated.

Some forms of sexual harassment, such as assault, physical molestation, stalking, sexual assault and indecent exposure, are also criminal offences and should be reported to the police.

- Adult student - an adult student means a student who has attained the age of 16 years

Responsibilities

School Responsibilities

Whitsunday Christian College acknowledges its responsibility to provide an environment free from sexual harassment. Whitsunday Christian College will undertake the following steps to prevent and appropriately respond to any instances of sexual harassment:

- Develop and implement a sexual harassment policy to assist in preventing any instances of sexual harassment
- Educate and train relevant employees to assist in preventing any instances of sexual harassment and to appropriately respond to any instances of sexual harassment
- Establish appropriate grievance and complaints procedures via its Whitsunday Christian College Suggestions, Concerns and Complaints Policy to appropriately respond to any instances of sexual harassment
- Remove any discriminatory or offensive materials, rules and practices to assist in preventing any instances of sexual harassment
- Encourage employees and students to contribute to a healthy workplace culture to assist in preventing any instances of sexual harassment

Student and Employees Responsibilities

All students and employees at Whitsunday Christian College have a responsibility not to engage in sexual harassment against any person.

Indemnity

WCC indemnifies ISQ against any claim made against ISQ or any loss, cost or damage ISQ may incur resulting from a school using the ISQ template or any adaptation of this template and indemnifies ISQ in the terms of the condition in respect of the school's use of this template.