

MANGATAINOKA SCHOOL POLICY

SEXUAL HARASSMENT

Mangatainoka School will be free from any form of harassment, including sexual harassment. Mangatainoka School finds any form of harassment completely unacceptable and recognises the adverse effect such behaviour has on staff and students.



Any member of the staff who becomes aware that another staff member or a student is, or may be, being sexually harassed has an obligation to bring this to the attention of the principal or the Board Presiding Member.

Harassment of any kind, if proven, constitutes unacceptable behaviour. Mangatainoka School may consider disciplinary action if a student or staff member is found to have harassed another student or staff member.

Sexual harassment is unwanted behaviour of a sexual nature, and can be verbal, written or behavioural.

Our guidelines below are intended to encourage a comfortable and safe workplace, while respecting the need to assert and express feelings. As a guiding principle, Mangatainoka School has a zero tolerance policy of sexual harassment and when the Board or its nominated representatives are of the opinion that harassment has taken place, either to individuals or to groups, immediate action will be taken to ensure the harassment ceases.

Guidelines :

Uninvited Sexual Attention to a Pupil by Another Pupil

1. Most situations which involves the sexual harassment of one pupil by another pupil or pupils, is to be managed using the **school's Behaviour Management procedures**. If the behaviour persists then a formal letter will be sent to all parties' parents informing them of the behaviour and the action taken / to be taken by the school.
2. Mangatainoka School may however intervene more formally, depending on the seriousness of the complaint. Eg More formal options may be adopted in the event of harassment which potentially constitutes a criminal offence.

All Other Uninvited Sexual Attention

- 1 Any individual who perceives that they have been harassed in a sexual manner by another individual, is encouraged to bring this immediately to the attention of the Principal or the Staff Representative or Board Presiding Member.
- 2 The complaint will then be investigated following the Board's **Complaints Procedure Policy**.
- 3 Where there is no resolution that is satisfactory to the complainant, he / she is to be advised of other possible avenues of redress including the lodging of a personal grievance as provided for in the Employee Relations Act 2000 and / or the lodging of a complaint to the police.

Reviewed May 2022
Principal:

Next Review: May 2025
Presiding Member: