



Policy Name	Sexual Harassment Policy
Related Policies and Legislation	Grievance Policy & Procedure Affirmation Action Act 1986 Human Rights and Equal Opportunity Commission Act 1986 Sex Discrimination Act 1984 Workplace Relations Act 1996 Equal Opportunity Act WA 1984 Occupational Safety and Health Act 1997
Policy Category	Student Wellbeing & Safety Staff Wellbeing & Safety
Relevant Audience	All Treetops Community
Date of Issue / Last Revision	09 August 2011 03 June 2015 – Re-Formatted
Date Set for Review	August 2016
Person/s Responsible for Review	Treetops Administration

Sexual Harassment Policy

Treetops Montessori School will not tolerate sexual harassment and takes allegations of sexual harassment seriously. Treetops Montessori School stresses that sexual harassment is not only intolerable but also unlawful. In the event that *any* member of the school community feels that they are the victim of sexual harassment they should follow the procedure outlined in the School's Grievance Policy.

Definition:

Unwelcomed sexual conduct, remarks or innuendo aimed at an individual or a group of people that creates an uncomfortable environment for the recipient. A person sexually harasses another person if:

- The act is unwelcome.
- It is reasonable in the circumstances that the person who was harassed felt offended, humiliated or intimidated.

- The person being harassed believed that resistance would in any way lead to disadvantage in his or her employment.

Form:

Can take a variety of forms and may involve physical contact, verbal remarks or non-verbal conduct of a sexual nature. Can be initiated in a number of ways:

- Staff – Staff harassment
- Staff – Student harassment
- Student – Staff harassment
- Student – Student harassment
- Staff – Parent harassment
- Parent – Staff harassment

Relevant Acts:

Affirmation Action Act 1986

Human Rights and Equal Opportunity Commission Act 1986

Sex Discrimination Act 1984

Workplace Relations Act 1996

Equal Opportunity Act WA 1984

Occupational Safety and Health Act 1997