SEXUAL HARASSMENT

Policy statement
Taylors is committed to providing all staff/teachers and students with a working and learning environment free from sexual harassment. All staff/teachers and students are required to honour and support this commitment.

The sexual harassment of staff/teachers and student is unlawful under the Federal Sex Discrimination Act 1984. This Act explicitly prohibits:
(a) the sexual harassment of an adult student or potential adult student by staff/teachers* or other adult students** and
(b) the sexual harassment of staff/teachers by adult students or other staff/teachers. Sexual harassment is unacceptable and will not be tolerated at Taylors under any circumstances. Appropriate disciplinary action will be taken in any proven instance of harassment.

Definition of sexual harassment
Sexual harassment is any unwelcome and uninvited comment, attention, contact or behaviour of a sexual nature that an individual or witness finds humiliating, offensive or intimidating. It can be verbal, physical, written or visual.

Sexual harassment has nothing to do with mutual attraction or consenting friendships.

Examples of sexual harassment may include:
- the distribution or display of offensive pictures or written material
- repeated unwelcome requests for social outings or dates
offensive comments about a person's physical appearance, dress or private life
- jokes, intrusive questioning, messages or telephone calls of sexual nature
- direct propositioning or subtle pressure for sexual favours
- leering, patting, pinching, touching or unnecessary familiarity
- indecent exposure, sexual assault or rape.

What to do if you are sexually harassed
Staff/teachers or students who believe that they are being sexually harassed should make it known that the comments, attention, contract or behaviour is unwelcome and offensive. If the sexual
harassment continues, or if you are unable or unwilling to handle the matter, you should contact the College Counsellor for information, advice to or make a formal complaint.

Victimisation
A person is victimised if threatened, harassed, harmed or subjected to any form of detriment. In relation to sexual harassment it is against the law to victimise a person who:

- has made a complaint or
- intends to make a complaint

* staff/teachers may refer to prospective employees, current employees, contract workers, partners, commission agents or other members of the school community.

** adult student refers to a student 16 years and over.