



**RATIONALE:**

- St. Michael's Church School is a Christian School in the Anglican tradition reflecting the intentions of the St. Michael's Church School Statute.
- Harassment is completely unacceptable at St Michael's Church School. It is inconsistent with our Christian values. A key part of our mission is to provide everyone with a safe environment. Harassment can interfere with every child's right to an education and every effort will be made to prevent it occurring.
- When cases of harassment do occur, they will be addressed in accordance with the School's Code of Conduct and Code of Ethics, and with the Complaints procedure.
- This policy addresses, in a comprehensive way, sexual and racial harassment, exclusion, silence, harassment involving phones and any other electronic media, and any other attitude destructive of the Christian values of the community.

**PURPOSES:**

- "Harassment" is any verbal or physical behaviour, including misuse of visual, written or electronic material, which is unwelcome and offensive to the receiver and which is either repeated or of such a significant nature that it has a detrimental effect on a person's education or employment. It includes but is not limited to non-inclusive behaviour.
- Staff are expected at all times to behave in such a way as to cause no offence to others. Should offence occur the Procedures outlined in Teachers' Individual Contracts will be adhered to.
- We give due respect to the law and act accordingly and we comply with the law, including the Employment Relations Act 2000 and the Human Rights Act 1993, not just because it is the law but because it is right to do so.

**GUIDELINES:**

- In the event of harassment the Complaints Policy and Procedures apply.
- The School will ensure that staff and pupils are aware of the inappropriateness of harassment, with specific guidance for, and consultation with, those in pastoral care positions.
- In accordance with the policy, all teaching resources will be, as far as is possible, gender-inclusive, bias-free, and free of stereotyping. All staff should be constantly alert to material which offends in any of these ways.

**CONCLUSION:**

All people in the school community are entitled to a safe and inclusive environment within which optimal educational opportunity and community can flourish.

Refer: 3.11 Complaints Policy, and Complaints Procedures 3.12 and 3.13

Policy reviewed by Board and Staff May 2013. Ratified 19 September 2013. For Review in or before 2017