

# Harassment Policy

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## DEFINITION

Harassment at Ruapehu College is unwanted, unwelcome and uninvited behaviour that affects the well-being, safety and work performance of others.

Some examples of harassment are:

- Bullying – physical psychological or cyber
- Sexual harassment – verbal, non-verbal or physical contact of a sexual nature
- Racial harassment
- Harassment on the grounds of

sexual orientation  
Harassment on the  
grounds of religion.

## RATIONALE

This policy is designed to promote a positive, safe, secure school environment free from harassment.

## PURPOSES

- To fulfil the requirements of the relevant legislation as well as the school's charter.
- To set up procedures for the handling of complaints about staff or students who are being harassed.

## GUIDELINES

If a person considers they are being harassed, they should immediately make it clear to the person verbally or in writing that such behaviour is offensive, unacceptable and unwelcome.

If the person being harassed feels uncomfortable confronting the person, then they should seek contact with another person of their choice for advice and support (eg, dean, form teacher, counsellor, colleague, HOD or SLT).

Where harassment continues after objection, the complaint should be forwarded to the principal.

Steps will be taken to resolve the complaint with the parties concerned. If the person being harassed feels this has not happened, then they can involve other people or organisations for support, eg, PPTA, youth law. This in no way will prejudice their complaint.

The principal may decide that further investigation is required and that the matter be dealt with as part of the school discipline policy or staff discipline policy.

In serious cases or if the complaint is against the principal, the matter will be referred to the board of trustees.

Chairperson: \_\_\_\_\_

date approved: 29 August 2017