



BRISBANE GRAMMAR SCHOOL

SEXUAL HARASSMENT POLICY

Table of Contents

1. Purpose
2. Legislation
3. Definitions
4. Examples
5. Reporting Sexual Harassment
6. Related Documents
7. Contact Information
8. Policy Management

1. Purpose

Brisbane Grammar School is committed to providing a working and learning environment free from sexual harassment. All members of the Brisbane Grammar School community are required to honour and support this commitment. The School community includes students, staff, parents and members of the public who have any involvement with the School.

Sexual harassment is unacceptable and will not be tolerated by Brisbane Grammar School under any circumstances.

2. Legislation

Sexual harassment is unlawful.

- The 1984 Federal Sex Discrimination Act prohibits the sexual harassment of students and staff within the School environment.
- The 1991 Queensland Anti-discrimination Act prohibits sexual harassment in all places.

3. Definitions

Sexual harassment is any unwelcome and uninvited comment, attention, contact or behaviour of a sexual nature that a person finds humiliating, offensive or intimidating.

Sexual harassment can be expressed through verbal, visual, written communication or physical contact. Sexual harassment can occur within the same or opposite sexes.

Offence need not be intended. Conduct considered by a “reasonable person” to be offensive constitutes harassment.

4. Examples

- distributing or displaying offensive pictures or written material including by e-mail;
- unwelcome requests to another person that he or she take part in a social outing or date;
- offensive comments about a person’s physical appearance, dress or relationships;
- unwelcome jokes, intrusive questioning, messages, e-mails or telephone calls of a sexual nature;
- direct propositioning or subtle pressures to a person for sexual favours;
- leering, indecent exposure, patting, pinching, touching or unnecessary familiarity;
- Sexual harassment may be directed at a group of people or an individual. It may be “implied” from someone’s conduct.

5. Reporting Sexual Harassment

No one should tolerate sexual harassment.

If you think you have been subjected to sexual harassment then you should report the behaviour immediately. Where a parent, student or member of staff is aware of a sexual harassment

problem they should draw it to the attention of a contact officer or the Business Manager or Deputy Headmaster-Staff and Community Relations.

The contact officers are: Georgina O’Hanlon-Rose, Paul Kobez and Lynda Kerridge.

Once reported, the matter will be fully investigated on a confidential basis. In relation to students, the matter will be dealt with in accordance with the Policy on Bullying.

Appropriate disciplinary action will be taken where an allegation is authenticated. What is appropriate will depend on the circumstances. However, the School stresses the seriousness of this type of behaviour. Members of staff may be dismissed and students expelled if sexual harassment is established.

6. Related Documents

This policy must be read in conjunction with the BGS Child Protection Policy. If sexual harassment amounts to harm or sexual abuse as referred to in the Child Protection Policy then the matter must be dealt with under the Child Protection Policy.

This policy is to be read in conjunction with the section of the School Handbook dealing with *Towards a Safe and Secure Learning Environment: Policy on Bullying and Discrimination*.

7. Contact Information

If you have any questions regarding this policy please contact Deputy Headmaster – Staff & Community Relations.

8. Policy Management

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