

# NORTHLAND SCHOOL

## Health and Safety Procedures Harassment



### Rationale

**All staff at Northland School have a right to work and learn in an environment which is free of harassment and bullying.**

### Definitions

“Bullying” means unwanted, unwarranted, and targeted conduct that a person finds offensive, intimidating or humiliating and is repeated so as to have a detrimental effect on that person’s well-being, their work performance, or their work environment.

“Harassment” means unwelcome conduct that is offensive, humiliating or intimidating to any other person and is either repeated, or of such a significant nature, that it has a detrimental effect on that person’s well-being, their work performance, or their work environment.

“Sexual harassment” means unwelcome conduct of a sexual nature that is offensive, humiliating or intimidating to any other person and is either repeated, or of such a significant nature, that it has a detrimental effect on that person, their work performance or their work environment.

“Racial harassment” means language, visual or physical behaviour of a racial nature that is hurtful or offensive to that person and is either repeated, or of such a significant nature, that it has a detrimental effect on that person, their work performance, or their work environment.

### Conduct Standards

It is expected that all staff will:

- treat each other and anyone else associated with the School with dignity and respect;
- not harass, bully, or victimise anyone in the working/learning environment;
- report any harassment that they see or experience; and
- keep confidential any instances of alleged harassment to the extent possible.

### Complaints Procedure

A complaint alleging harassment or bullying should be made to:

- The Principal;
- An Associate Principal; or
- A member of the Board of Trustees.

The process for investigating an alleged breach of this policy is set out in the Complaints, Discipline and Competency Procedures.

**Related Documentation** - Complaints, Discipline and Competency Procedures.