

HARASSMENT

Purpose

- To ensure the school is an emotionally and physically safe environment for all people.
- To ensure that no form of harassment occurs within the school.
- To communicate to staff, parents and students that workplace harassment of any kind will not be tolerated and that the Board of Trustees will enforce appropriate disciplinary measures where complaints are upheld.

Definition

- For the purposes of this policy, harassment is defined as behaviour, which is unwelcome or offensive to a student, staff member or parent.
- The behaviour may be the use of verbal, written, visual, physical conduct or implying a promise of preferential or detrimental treatment or threat about the present or future status of that person within the school.
- The behaviour may be between adults, adults to child, child to child or child to adult.
- The behaviour is of such significance that it has a detrimental effect on that persons schooling, parenting, job satisfaction or job performance.

Guidelines

1. Anyone experiencing harassment should immediately make it clear to the person responsible that such behaviour is unwanted and unacceptable.
2. Should the harassed person feel uncomfortable or unsafe confronting the person harassing them or should the unacceptable behaviour continue, it should be reported to the Principal or a teacher.
3. The complaints procedures will be followed.
4. School programmes will reinforce behaviours that lead to an emotionally and physically safe environment at Kaukapakapa School.