Harassment Policy

RATIONALE
At St. Mary of the Cross MacKillop Catholic Parish Primary School we value the diversity of our school community and respect the differences between employees and students, recognising that each person has individual talents and skills to bring to their work. At St. Mary of the Cross MacKillop Catholic Parish Primary School we believe that all employees and students are entitled to work in an environment in which they can enjoy their work and their relationships with their colleagues, free from unwanted discrimination and harassment of any kind.

DEFINITIONS
Discrimination and harassment are unlawful under the following:

Equal Opportunity Act 1995
Racial Discrimination Act 1975
Sex Discrimination Act 1984
Disability Discrimination Act 1992
Workplace Relations Act 1996

Discrimination and harassment on the basis of any of the attributes listed below are unlawful.

- Age
- Lawful sexual activity
- Physical features
- Industrial activity
- Carer status
- Disability
- Marital status
- Parental status
- Political belief or activity
- Pregnancy
- Race
- Religious belief or activity
- Sex
- Personal association with a person who is identified with reference to any of the above attributes.

What is Harassment?
- Harassment is any behaviour, which is unwelcome and is based on one of the proscribed attributes listed above. It will usually be repeated behaviour, but can also consist of a single act.
- Harassment has the effect of offending, humiliating or intimidating the person at whom it is directed. It makes the work environment unpleasant and sometimes even hostile. If a person is being harassed their ability to do their work is affected. They often become stressed and suffer health problems as a result.
Harassment can often be the result of behaviour, which is not intended to offend or harm, such as jokes or unwanted attention. The fact that harassment is not intended does not mean that it is not unlawful. The differences between people should be acknowledged and respected – never ridiculed.

Harassment often involves an abuse of power, for example, a person in a position of authority may harass a person over whom they have authority. Abuse of power can also happen when certain groups are in a minority in the workplace and are therefore in a vulnerable position, for example, people from non-English speaking backgrounds.

It does not include lawful behaviour, which is mutually acceptable to the parties.

EVALUATION
This Policy is evaluated and reviewed as part of the School Improvement Plan