



1. Harassment

Harassment is unwelcome behaviour that intimidates, offends, or humiliates a student because of a particular personal characteristic.

Harassment is similar to bullying because someone hurts another person through cruel, offensive and insulting behaviours. Harassment is different from bullying in that it is a form of discrimination and is unlawful where the basis for harassment relates to a personal characteristic which is protected by law, such as:

- sex and gender identity or sexuality and sexual orientation
- race, religion, ethnic background
- disability

2. Launceston Church Grammar School's Policy

Launceston Church Grammar School is committed to providing a safe School learning and working environment that is based on mutual respect and is free from harassment. Harassment is not acceptable in any circumstances and will not be tolerated.

The School is responsible for ensuring that students are treated fairly and with respect, and is committed to ensuring that all staff will:

- model appropriate standards of behaviour
- educate and make student aware of their obligations under this Policy and the law
- intervene quickly and appropriately when inappropriate behaviour is identified
- act fairly to resolve issues and enforce the School's behavioural standards, making sure relevant parties are heard
- help students resolve complaints informally
- ensure students who raise an issue or make a complaint are not victimised.

The School will investigate formal complaints about breaches of this Policy and take appropriate prompt remedial action, including counselling, education, mediation and disciplinary action up to and including expulsion.



3. Sexual Harassment

Sexual harassment occurs when a student is subjected to unwelcome and uninvited sexual conduct by another student which could be expected to make a student feel offended, humiliated, or intimidated.

Sexual harassment can also result when a sexually intimidating or offensive environment is created.

Sexual harassment can be physical, verbal, written or pictorial, and can range from relatively mild sexual banter to actual physical violence.

It is important to remember that it is the way the victim perceives the behaviour that is important in determining whether or not harassment has taken place, not the intent of a particular individual.

Mutual attraction or consenting friendships do not constitute sexual harassment.

Examples of sexual harassment include, but are not limited to:

- unwanted physical contact, touching, brushing against another student, hugging
- persistent jokes or innuendos of a sexual nature
- repeated requests to go out
- offensive gestures
- persistent or intrusive enquiries into another student's private life, sexuality or physical appearance
- sexual propositions
- sexually offensive phone calls, messages on email, voicemail or in writing
- displaying offensive screen savers, photos, calendars or objects
- sexually explicit emails, text messages, or posts on social networking sites
- stalking
- sexual assault



4. Racial Harassment

Racial harassment is also found in many forms. Examples include, but are not limited to:

- abusive, threatening or insulting words and behaviour
- deliberate exclusion from conversations
- displaying abusive writing and pictures
- insensitive jokes related to race
- pranks

5. Disability Harassment

Examples of disability harassment include:

- humiliating comments or insults about a student's disability
- disparaging remarks to students who have received learning adjustments
- comments or actions which create a hostile environment for a student with a disability
- deliberately excluding a student where the disability is not an issue.

For more information, refer to our Disability Discrimination policy.

6. Victimisation

Action will be taken against anyone who victimizes a student who makes a complaint of harassment in good faith.

7. Student Responsibility

All students are required to:

- treat all students, staff and any other person at the School professionally and with respect
- avoid behaviour that could be interpreted as harassing and act to prevent other students from engaging in harassment, where this is reasonably practicable.

8. Harassment Response Procedure

A key part of the School's harassment prevention and intervention strategy is to encourage reporting of harassment incidents as well as providing assurance to students who experience harassment (and parents/carers) that harassment is not tolerated within the School.



Students who believe that they are being harassed should make it known that the comments, contact or behaviour is unwelcome and offensive.

If the student does not feel comfortable in talking directly to the perpetrators or if they seek advice on how to proceed, they should contact any of the following:

- their class teacher or tutor
- the Head of Campus
- via the complaints/compliments form on the School website or myGrammar:
- [Form here for Senior Campus Students](#)
- [Form here for Junior Campus Students](#)

The School will then apply its Anti-Bullying Policy associated procedures.

9. Implementation

This Policy is implemented through a combination of:

- staff education and supervision
- effective incident notification procedures
- initiation of corrective actions where necessary

10. Discipline for Breach of Policy

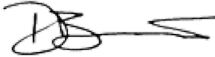
Depending upon the nature and seriousness of the breach of this Policy, Launceston Church Grammar School may take disciplinary action, including in the case of serious breaches, suspension or expulsion.

Engaging in unlawful harassment may result in legal action being taken against the perpetrator and Launceston Church Grammar School.

11. Related Policies and Procedures

- Suspension and Termination of Enrolment Policy
- Safety, Wellbeing and Inclusion Policy
- Anti-bullying Policy
- Student Investigation Procedures



DOCUMENT CONTROL			
Author	Director of Student Wellbeing	Approval Date	5 October 2024
Status	Approved by Principal	Last Review Date	1 October 2024
Version	2	Next Review Date	1 October 2027
Location: All School Policies can be found on the Policies and Procedures page on myGrammar			
Signature of Approver:			
Position of Signatory: Principal			