

EXTRACT OF SEXUAL HARASSMENT POLICY AT CAMPION COLLEGE

1. What is Sexual Harassment?

"Sexual Harassment" means the making of any unwelcome sexual advance towards a member of the School Community by another member of the School Community.

2. What is Sexual Advance?

"Sexual advance" includes any one or more of the following acts, communication, or forms of conduct or behaviour which takes place upon the school compound or otherwise, or in relation to a member of the School Community by another member of the School Community namely –

- i. physical contact of a sexual nature.
- ii. a demand or request for sexual activity or for favours of a sexual nature.
- iii. the making of sexual suggestions, remarks or innuendos.
- iv. sexually oriented "kidding", "teasing", double entendres and jokes and any other sexually oriented conduct.
- v. the showing of pornography or the display of images of a sexual nature (including but not limited to images on social media);
- vi. the display of objects of a sexual nature.
- vii. the making, to or in the presence of, a person, of a statement of a sexual nature concerning that person, whether the statement be made verbally or in writing.
- viii. any other physical, gestural, verbal, non-verbal or visual conduct or communication of a sexual nature other than as part of the approved teaching curriculum of the school.

A sexual advance by an adult member of the School Community towards a student at the School is not permitted in any context.

3. Who are the members of the School Community?

"School Community" means with respect to Campion College all employees (including teachers whether permanent, temporary, acting or provisional), students, duly authorised agents, non-employee volunteers and instructors engaged in the business or activities of the School, the School's administration (that is the School Board, the Principal, Vice-Principals, the Deans of Discipline and Grade Supervisors).

4. What do I do if I think that I have been sexually harassed?

Report it to a Complaints Officer or a member of the School Administration. They will guide you on how the complaint will be dealt with.





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5. Are complaints treated confidentially?

Yes

6. Will I get in trouble if I make a complaint and it can't be proven?

No. Not unless you knowingly tell a lie and make a complaint that you know is not true.

7. Can I make a complaint against another student or a teacher?

Yes. You can make a complaint against any member of the School Community, as defined at 3 above.

8. What if an adult touches me in a place that makes me uncomfortable and tells me that I will get in trouble if I tell anyone about it? Is that true?

No. The School is here to protect you and will do its best to ensure your safety.

Complaints Officers

Chairman
of the
School Board

Principal

Vice-
Principals

Guidance
Counsellors

Deans
of Discipline

Grade
Supervisors

Staff
Representative
to the Board