

Code of Practice to Combat Sexual Harassment and Racism at Lameroo Regional Community School

Accept Diversity – No Discrimination and Harassment

Discrimination and harassment are not on. Everyone is entitled to courtesy, consideration and fair and equitable treatment. Discrimination against people on the basis of sex, sexuality, marital status, pregnancy, race, physical impairment or age is illegal. Sexual harassment and racism is unacceptable – avoid both direct and indirect discrimination in your treatment of individuals and in the professional service you deliver.

HOW DO WE KNOW LAMEROO REGIONAL COMMUNITY SCHOOL IS A SEXUAL HARASSMENT AND RACIAL DISCRIMINATION FREE ZONE?

We know because...

Staff:

- Know their rights & responsibilities
- Model appropriate behaviour
- Show mutual respect, friendship, care and concern and are supportive and consistent.
- Feel confident enough to say how they feel about issues without fear of “put down”.
- Contribute freely and equally.
- Do not feel threatened in any circumstances.
- Participate in all activities.
- Do not have male/female domains
- Think before they speak
- Welcome parents and visitors
- Respect confidentiality

Students:

- Interact positively
- Are sensitive to the effects of their behaviour on others
- Are aware of their rights and responsibilities
- Are able to appropriately handle grievances themselves
- Are aware of and use formal grievance procedures when necessary
- Show mutual respect, concern, friendship, care and concern
- Have high self-esteem
- Achieve more learning in classrooms
- Have a higher level of participation in physical activities without fear of discriminatory remarks about size, shape, ability, etc
- Are assertive
- Mix freely and choose to work in mixed gender groups by choice
- Interact as a cohesive student body

- Display reduced male/female rivalry
- Live in family units free of harassment and discrimination which therefore carries over to others
- Feel comfortable in learning in male/female dominated classes
- Experience no sexual/racial harassment

Curriculum:

- Is responsive to the needs of the students
- Relationships are positive
- Harassment and discrimination is addressed at all year levels
- Appropriate behaviour is modelled by the whole school community
- Is negotiated and caters for the learning style of all students
- Assessment and Reporting is open, honest and transparent
- Grievances are handled promptly sensitively, appropriately and confidentially
- Protective behaviours Program strategies are used
- Students able to make appropriate subject choices which reflect their post-school options
- “high achievers” are positively recognised and encouraged
- Equal opportunity exists
- No ‘extras’ for male/female students

Administration:

- Policy and grievance procedures exist and are regularly reviewed
- Regular ongoing monitoring of school climate is an important aspect of senior staff role

- Harassment and discrimination is regularly addressed at staff meetings
- Harassment and discrimination is addressed in the Statement of Purpose
- Staff who are concerned about harassment and discrimination are supported
- More male SSO's

Dealing with Harassment and Discrimination

Is a very difficult and sensitive issue to deal with and means:

- Reviewing our own beliefs, values and practices
- Not always being popular – being able to say to those acting inappropriately, “your behaviour is unacceptable and I want it to stop”
- Acknowledging that our professional behaviour must be above reproach and in line with DECS policy
- Accepting and respecting other people's feelings
- Being sensitive
- Being responsible
- Assisting people to examine excuses for NOT changing their behaviour
- Responding to the requirements of the Equal Opportunity Act 1984