

## POLICY ON SEXUAL HARASSMENT

### **AIM:**

This policy is aimed at:

- eradicating and preventing sexual harassment at the school, and
- dealing with this problem and avoiding its recurrence.

### **SEXUAL HARASSMENT:**

- Any unwanted advances that make the other person feel uncomfortable
- It can be physical or verbal
- It can also happen in the form of sexual jokes that are offensive to another person
- When the perpetrator intentionally undresses in front of the victim
- Unwelcome request for sexual favours
- Suggestive gestures (movements)
- Cell phone messages of a sexual nature
- Unwelcome inquiries after the victim's sex life
- Letters and telephone calls of a sexual nature
- Any other unwelcome behaviour of a sexual nature that causes a person to feel insulted, humiliated or intimidated

### **Sexual behaviour becomes sexual Harassment if:**

- the behaviour is continuous
- the behaviour is offensive
- the receiver has stated clearly that he or she finds the behaviour disgusting and does not like it
- the perpetrator is aware that the behaviour is wrong

## HANDLING OF SEXUAL HARASSMENT

- Learners should be informed regularly by means of performances, speeches, etc. regarding what sexual harassment is and what the consequences can be.
- Staff members should also be informed better by means of staff development sessions.
- Support can be provided by a person who has been properly trained to give support and counseling to victims of sexual harassment on a very strictly confidential basis.
- Our school strives towards establishing only good values in the school through continuous character-building sessions.

## IMPLEMENTATION

- For action against learners who are guilty of sexual harassment, refer to the school's code of conduct and the steps that should be taken against such a perpetrator.
- The school cannot take disciplinary steps against a person who is not an employee of the Department of Education, but the victim can take criminal steps against such a perpetrator.
- A non-employee can lay a complaint against the employee of the Department of Education.
- All educators, non-academic staff members and learners have the right to be treated with dignity.
- All educators, non-academic staff and learners have the right to lay a claim regarding sexual harassment and suitable steps should be taken by the school.
- Care should be taken that the aggrieved person is not disadvantaged during any investigation of a sexual harassment case.
- A learner should be suspended and an employee should be discharged from office for serious incidents of sexual harassment or repeated transgressions.
- Action will therefore be taken against educators, non-academic staff members, and learners according to the code of conduct for learners, Section 8(3) of Act 84 of 1996 (the South African Schools Act), as



amended, and for the educators and non-academic staff members according to the code of conduct and disciplinary code of Act 31 of 2000 (the South African Council for Educators).

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**CONFIDENTIALITY**

- Although it is difficult to keep sexual harassment cases confidential, attempts should be made to have only a limited number of people involved with it.
- The identity of people involved in sexual harassment should be protected absolutely.

This policy was adopted by the School Management on

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This policy has been made available to school personnel and is readily accessible to parents and learners on request.

This policy will be reviewed and updated every year.

Signed \_\_\_\_\_  
School Management

Date: \_\_\_\_\_

Signed \_\_\_\_\_  
Principal

Date: \_\_\_\_\_

Signed \_\_\_\_\_  
Educator Representative

Date: \_\_\_\_\_

