



Miller Avenue School

“Creating brighter futures together”

MAS Harassment Policy

1. This procedure is consistent with the school’s ‘Concerns and Complaints’ policy and procedure.
2. The Board want an environment where all people are treated with respect and dignity, and can contribute and participate to their full potential.
3. It is the right of all students, parents and staff to carry out their duties/activities and responsibilities while associated with the school, free from any form of harassment.
4. It is expected that all those involved in a school, will:
 - Treat each other with dignity and respect;
 - Not harass, bully or victimise anyone in the working/learning environment;
 - Report any harassment they see or experience; and
 - Keep confidential any instances of alleged harassment to the extent possible.
5. Harassment is unsolicited verbal or physical conduct by a person or group and is-unwelcome and offensive or might reasonably be perceived by the victim as unwelcome or offensive. Of a serious nature or persistent to the extent of having a detrimental effect on the individual’s opportunities, job performance, employment and/or personal life.
6. Harassment can involve, but isn’t limited to:
 - Physical assault;
 - verbal threats and intimidation;
 - damage to property;
 - personally offensive verbal comments; sexual or smutty jokes; repeated teasing about a person’s gender, race, body type, alleged sexual activities or private life, ethnic or national origins, or cultural background;
 - racial references;
 - persistent unwelcome social attentions or telephone calls to workmates at work or at home; being followed home from work;
 - offensive hand or body gestures; unwanted and deliberate physical contact such as patting, pinching, or touching;
 - provocative posters, screensavers or electronic communication etc with sexual connotations.
 - For staff, the definition of sexual harassment pertaining to this policy is that contained in the Employment Relations Act 2000, Section 108.
 - The BOT/Principal will consider any complaints of harassment sympathetically, thoroughly and seriously and will ensure the person making the complaint is not subjected to victimization or retribution.
 - If a complaint of harassment is established, disciplinary action may be taken.
 - The Health curriculum will include education focused on students developing the necessary skills and understanding to keep themselves safe.

Related Documents:

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- Harassment Procedure
- Maori Achievement Policy
- Valuing Diversity (EEO) Policy
- Valuing Diversity (EEO) Procedure
- Collective Agreements

Relevant Legislation:

- Employment Relations Act 2000
- Labour Relations Act
- Human Rights Commission Act

Review: November 2023