



RANGIORA NEW LIFE SCHOOL

POLICY AND PROCEDURES MANUAL

Providing quality Christian education that equips and inspires all students to reach their life potential in order to serve God's purposes.

3.5	Personnel	Sexual Harassment	
Ratification		Chairperson	
Last Review	Nov 2009	Chairperson	

RATIONALE

- 1 We are committed to ensuring that the School environment is a good and safe working place for all staff and students.
- 2 The School's Special Character Statement emphasises our biblical basis of conduct which specifically condemns all forms of sexual immorality or indeed impurity. In Ephesians chapter 5 we read:
But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God's holy people. Nor should there be obscenity, foolish talk or coarse joking, which are out of place but rather thanksgiving.
- 3 This policy is designed to ensure that there are proper procedures in place to deal with any complaint of sexual harassment of students, parents or staff. Student to student, student to staff, staff to student, staff to staff, staff to parents, and students to parents.

POLICY STATEMENT

- 1 In accordance with the Labour Relations Act, the Human Rights Commission Act and the Area School Teachers' Contract (1993), the School is committed to the maintenance of high standards of behaviour between students, staff and parents and specifically opposes all forms of sexual harassment as outlined above and in the many other similar passages of Scripture.
- 2 The School will ensure that any complaint of sexual harassment is treated seriously and is investigated fully. We will further ensure that a contact person is available, namely **Adrian Bell**, and that any such behaviour, if found, is eliminated.

PROCEDURES

- 1 The procedure for **teachers** is that adumbrated in sections 8.2 and 8.4 of the Area School Teachers' Contract (1993). Any serious instance of sexual harassment would, however, be reported to the police.
- 2 The procedure for **students** is a matter of school discipline, and as such is treated according to the School's Discipline Policy. Any serious instance of sexual harassment would, however, be reported to the police.
- 3 The staff, parents and senior pupils will be informed of the policy and procedures as outlined above.