



Sexual Harrasment and Bullying Policy

Sexual Harassment and Bullying

ALRA has a zero-tolerance policy towards sexual harassment and bullying and will take all complaints of this nature very seriously.

All incidents occurring on campus will be dealt with by the policy below.

All incidents off campus must be subject to investigation by external agencies before action can be taken by ALRA.

Should you experience any behaviour that you feel amounts to sexual harassment or bullying towards yourself or another member of the school we strongly encourage you to report it to us and/or the appropriate authorities as soon as you can. This behaviour takes place when someone is subjected to unwelcome or unwanted sexual behaviour or other conduct related to their gender or status.

Harassment is defined by law in the Equality Act 2010 as unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. In the case of sexual harassment, the relevant protected characteristic is sex.

Bullying can be defined as antagonistic and/or threatening behaviour with the intent to demean or belittle the victim.

Behaviour that constitutes sexual harassment includes:

- Unwelcome behaviour of a sexual nature either physical or verbal
- Inappropriate or suggestive remarks or verbal sexual advances
- Indecent comments jokes or innuendos relating to the persons looks more private life
- Unwanted physical contact such as hugging and kissing or inappropriate touching
- Requests for sexual favours
- Display or circulation of pornography or indecent images.

Behaviour that constitutes bullying includes:

- Persistent or egregious use of abusive, insulting, or offensive language
- Aggressive yelling or shouting
- Unwarranted physical contact or threatening gestures
- Making repeated negative comments about a person's appearance, lifestyle, family, or culture
- Circulating inappropriate or embarrassing photos or videos via email or social media
- Unnecessarily interrupting or disrupting someone's work; inappropriately interfering with a person's personal property or work equipment
- Spreading misinformation or malicious rumours

- Purposefully inappropriately excluding, isolating, or marginalizing a person from normal work activities

Reporting

We understand that Reporting sexual harassment or bullying can be intimidating so we aim to make the process as clear and straightforward as possible. All reports of sexual harassment or bullying will be dealt with in line with our Complaints Policy.

Where we believe a criminal offence has taken place we will advise you to report the incident to the police. If we have serious concerns about your safety or the safety of others, ALRA will contact the police, but we will do our best to let you know before doing so. If your complaint is already subject to an ongoing police enquiry, we will not take action until the police investigation has reached a outcome.

If we receive more than one complaint of a serious criminal nature; or where we're concerned that an allegation may form part of an ongoing pattern of behaviour that could put other members of the school all members of the public at risk; we reserve the right to report this matter to the appropriate authorities, including law enforcement. If we need to do this, we will let you know.