



1050 Wangaratta-Whitfield Road  
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## SEXUAL HARASSMENT POLICY

### **PURPOSE:**

This document confirms Oxley Primary School's commitment to the Department of Education and Training's Sexual Harassment Policy, which applies to all Victorian Government Schools. The policy can be read in full at

<https://www2.education.vic.gov.au/pal/sexual-harassment/overview>

### **OVERVIEW:**

The Department is committed to providing safe, inclusive and respectful workplaces, which are free from sexual harassment.

Sexual harassment will not be tolerated by the Department under any circumstances. Sexual harassment is unlawful under the Sex Discrimination Act 1984 (Commonwealth) and the Equal Opportunity Act 2010 (Vic).

The Department's Sexual Harassment — Employees Policy (refer to the [Policy and Guidelines](#) tab) sets out the rights and responsibilities of employees and the Department in relation to sexual harassment. All Department employees are required to comply with the legislation and the Department's Sexual Harassment — Employees Policy.

Sexual harassment is unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. A single incident is enough to be considered sexual harassment — it does not have to be repeated behaviour. The person engaging in the unwelcome behaviours does not have to intend to be sexually harassing the other person for it to amount to sexual harassment. Regardless of what was intended, sexual harassment is defined by the nature and the impact of the behaviour, not the intention behind it.

To report sexual harassment in our workplace or seek support, employees can speak with their principal or manager or the Employee Conduct Branch on [03 7022 0005](tel:0370220005). [Workplace Contact Officers \(WCOs\)](#) are a good point of contact to find out who is best to talk to for your situation. Further information is available using the links below or in the Policy and Guidelines tab.

Support is available to employees, principals and managers involved in reporting and managing a sexual harassment complaint, even after the matter has been resolved.

Employees can also access 4 free and confidential counselling sessions through the Employee Assistance Program (EAP) on [1300 361 008](tel:1300361008). The EAP also has a dedicated Manager Assist telephone advisory service to support principals and managers to



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access management support and coaching. Further information about Employee Safety and Support Services is available using the links below.

### Related policies

- [Code of Conduct](#)
- [Complaints — Information for Employees](#)
- [Employee Conduct Branch](#)
- [Employee Health Safety and Wellbeing — expert supports](#)
- [Equal Opportunity — Employees](#)
- [Family Violence — Information for Employees](#)
- [Inclusive Workplaces](#)
- [Respectful Workplaces](#)
- [Workplace Bullying](#)
- [Workplace Contact Officer Network](#)

### Relevant legislation

- [Charter of Human Rights and Responsibilities Act 2006 \(Vic\)](#)
- [Equal Opportunity Act 2010 \(Vic\)](#)
- [Fair Work Act \(Commonwealth Powers\) 2009 \(Vic\)](#)
- [Occupational Health and Safety Act 2004 \(Vic\)](#)
- [Sex Discrimination Act 1984 \(Commonwealth\)](#)

### REVIEW CYCLE:

<b>REVIEW DATE</b>	<b>August, 2020</b>
<b>ENDORSED BY SCHOOL COUNCIL</b>	<b>20 August 2020</b>
<b>NEXT REVIEW DATE</b>	August, 2021