

POLICY STATEMENT ON BULLYING, INTIMIDATION, SEXUAL HARASSMENT APPLICABLE TO ALL STUDENTS & STAFF AT SALESIAN SECONDARY COLLEGE, PALLASKENRY

Salesian Secondary College is committed to creating an environment conducive to study, work and recreation, based on equality of opportunity and equal treatment of all.

As such, the College views sexual harassment/bullying/intimidation, as a very serious matter.

DEFINITION

Sexual harassment is unwanted conduct of a sexual nature which is offensive to the recipient. It fails to respect the dignity and rights of others. It can take many forms such as innuendo, ridicule, embarrassing remarks or jokes either in verbal or written form, unwelcome remarks about dress or appearance, deliberate abuse, offensive use of pornographic material and unwanted physical contact.

Intimidation/bullying is repeated aggression, verbal, psychological or physical behaviour conducted by an individual or a group against others. It affects the dignity of the person and undermines people as human beings.

We respect the right of each person to be unique and individual and to be free from intimidation/bullying.

Sexual harassment can take many forms such as taking the victim's character by rumour, gossip and ridicule, social exclusion, isolation, physical abuse or threats of abuse, by making criticisms or obscenities, withholding information, etc. However, the definitions are not limited to the examples given.

Whatever the form, it is unwanted behaviour, which is unwelcome and unpleasant.

THE EFFECTS

The effects of sexual harassment, bullying, intimidation felt by the person being harassed include stress, anxiety, tension, irritability, depression etc.

A distinguishing characteristic of harassment, bullying, intimidation, is that those subjected to it feel very vulnerable and believe that the issue may not be taken seriously. As a result, they are often reluctant to complain. They may be embarrassed, fear reprisals, or be unsure what to do. Consequently, the Board of Management treat complaints of sexual harassment, bullying, intimidation, very seriously, sensitively and sympathetically and in strict confidence.

WHAT TO DO

If any student or staff member is being sexually harassed, bullied or intimidated, the following guidelines may be helpful:

- Inform the person that his/her behaviour is not welcome and ask him/her to stop.
- Report the matter as soon as possible to the Principal or member of staff.
- Student or staff member keep a record of incidents as they occur, including time, date and any witnesses.

All complaints will be investigated and treated with the strictest confidence.

Yours sincerely,

Signed: _____

Date: May 2018

David O' Dwyer
Chairperson of the Board of Management

