



## **Advanced Diploma of Rudolf Steiner Education** (Course code 69801TAS)

### **Harassment & Anti-Discrimination Policy**

#### **POLICY**

It is the policy of Sydney Rudolf Steiner College that all students and staff enjoy a learning and working environment free from harassment, that being behaviour which is uninvited and unwanted.

All harassment which is sexual, racist, gender-based, or relates to a person's marital status, age, disability, pregnancy or sexual preference is discriminatory and will not be tolerated by this organisation. Most types of harassment are also against state or federal anti-discrimination laws, and may also be an offence under the Crimes Act.

#### **What is Harassment?**

Harassment is any physical, verbal and non-verbal behaviour which is not asked for and not wanted. Harassment is usually repeated and may occur for a variety of reasons including but not limited to issues relating to a person's sex, race, religion, age, marital status, disability or sexual preference. A single incident may constitute harassment.

Harassment is offensive, upsetting and humiliating. It makes the work and study environment uncomfortable and unpleasant. Harassment is not always intended; acts or behaviour which are thought humorous or don't signify anything to one person, may hurt and offend another.

#### **What is Discrimination?**

Discrimination is where a person is disadvantaged in access or outcomes due to the person's sex, race, religion, age, beliefs, marital status, disability or sexual preference.

Sydney Rudolf Steiner College aims to provide an environment where people respect and tolerate the rights and differences of other people.

It is Sydney Rudolf Steiner College's policy that:

- Harassment or discrimination will not be tolerated under any circumstances.
- All harassment or discrimination complaints will be treated seriously, quickly and sympathetically.

- Confidentiality is crucial and will be respected when a harassment or discrimination complaint is made.
- All harassment or discrimination complaints will be investigated fairly and objectively.
- Necessary action will be taken to make sure the harassment or discrimination stops.
- People making harassment or discrimination complaints and witnesses will not be victimised in any way for making a complaint.

### **What is Sexual harassment?**

Sexual harassment is any unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include physical contact, verbal comments, uninvited touching; uninvited kisses or embraces; jokes, propositions, the display of offensive material or other behaviour which creates a sexually hostile working environment.

All students, faculty and staff at Sydney Rudolf Steiner College are responsible for being familiar with and abiding by the standards of conduct set forth in this policy.

Sexual assault and sexual exploitation in all forms violate the sanctity of the human body and spirit and will not be tolerated within the Sydney Rudolf Steiner College community.

It is the Sydney Rudolf Steiner College's policy to:

- create a working environment which is free from sexual harassment and where all members of staff and students are treated with dignity, courtesy and respect
- implement awareness raising strategies to ensure that all students and members of staff know their rights and responsibilities
- provide an effective procedure for complaints, based on the principles of natural justice (see *(SRSCPolicies\Complaints& Appeals\Communication&Complaints&Appeals Policy.docx)*)
- treat all complaints in a sensitive, fair, timely and confidential manner
- promote appropriate standards of conduct at all times.

### **Procedure**

Any student or staff member who feels they have been the victim of harassment or discrimination can make a complaint on the Complaint and Appeals Form to the College Coordinator through the procedures outlined in the College's Communications Policy and available on the Sydney Rudolf Steiner College website [www.sydneyrudolfsteinercollege.com](http://www.sydneyrudolfsteinercollege.com)). They can also seek advice and support from the Anti-Discrimination Board (State) or the Human Rights and Equal Opportunity Commission (Federal).