



Harassment Policy | Board of Governors

1. Rationale

- a. Harassment is a form of discrimination or intimidation and contrary to the Special Character of LAC House. It has a detrimental effect on the wellbeing and personal development of boarders in each of the boarding dormitories. LAC House Boys and Girls dormitories should be free from any form of harassment, including sexual harassment.

2. Objective:

- a. To provide a safe environment for all boarders in each dormitory.
- b. To provide staff with guidelines to help identify signs of harassment.
- c. To have a clear policy and procedure to safeguard the wellbeing, physical, and emotional of LAC House dormitories including handling complaints.

3. Guidelines:

- a. Harassment means any form of discriminatory behaviour, including sexual harassment which may result in the loss or limitation of personal dignity, or privacy.
- b. Sexual harassment includes:-
 - i. Requests for sexual favours implying promise of preferential treatment or threatening malice
 - ii. Sex orientated jokes, Instagram messages, posters or graffiti writing
 - iii. Offensive questions, comments or abuse
 - iv. Unwanted, unnecessary deliberate physical contact, touching or gestures
- c. Unwelcome or anti-social behaviour in one context may be harassment if the result is that:
 - i. A person feels that the behaviour is personally offensive or demeaning
 - ii. The behaviour is detrimental to a person's career opportunities or academic progress
 - iii. It involves the misuse of power or position with either of the Boys' or Girls' dormitories
- d. It is the duty of LAC House to ensure all employees are aware of the implication of harassment and the procedures in place that will deal with any issues that arise

4. Procedure:

- a. Any instances of suspected harassment should be dealt with as follows:
- b. The victim should make clear to the offender that the behaviour is offensive and unacceptable and it should stop
- c. The victim should report it to the on-duty dean. The dean will interview the victim and a statement compiled by the victim taken
- d. The duty dean reports the incident to the Boarding director.
- e. The Boarding director will investigate the allegations ensuring the protection of the victim from further harassment and making sure the accused has the right to be heard and represented if the request is to proceed
- f. Both victim and accused privacy should be protected until the matter is fully investigated
- g. Following the investigation, the Boarding director will inform the School Principal that an investigation of harassment has been conducted, parents of both parties have been contacted and the Boarding director will determine a course of action which may include the Board of Governors Disciplinary Committee
- h. The accused will be notified of the outcome and information or appropriate support personnel and agencies will be provided for the victim.