

Ceroc Australia Dance Company Sexual Harassment Policy

Sexual harassment is an unacceptable form of behaviour and it will not be tolerated. Many forms of harassment are unlawful; however, this policy is confined to addressing sexual harassment.

What is sexual harassment?

Sexual harassment may be defined as any verbal or physical conduct of a sexual nature that offends, humiliates, embarrasses, intimidates or otherwise causes distress to any reasonable person in the same circumstances. It is behaviour that is **unsolicited, unwelcome and unreciprocated**.

It is difficult to define sexual harassment without risk of over-simplification of social relationships. It may be explicit or implicit; it may be a single incident or occur over a period of time.

In defining or identifying sexual harassment, it is normally the effect of the behaviour that is important rather than the intent. **The impact of the behaviour on the recipient may determine whether sexual harassment has occurred.**

Certain behaviour may be considered innocuous by some, but is offensive to others. It may be difficult for the offended person to convey his or her displeasure, especially if the person giving offence is in a position of authority. It can range from intimidating sexist comments to criminal sexual assault. Such behaviours have a sexual focus and may include:

- sex-oriented comments on physical appearance;
- dirty jokes, wolf whistling, leering, obscene gestures;
- sexual or lewd suggestions;
- persistent questions or insinuations about a person's private life;
- deliberate and unwanted physical contact such as kissing, patting, slapping, pinching or brushing against another's body;
- using a greater physical presence to intimidate or block physical access of others without unwanted physical contact;
- homophobic harassment;
- sexually offensive written, telephone or electronic communications;
- offensive displays of sexually suggestive, erotic or pornographic material. Works of art which may offend will have appropriate signage;
- requests for sexual activity in exchange for favours in the workplace or good grades etc;
- displays of nudity or inappropriate attire; or
- sexual violence, including sexual assault

Sexual harassment may occur:

- among peers, co-workers, or fellow students;
- between members of the same or different sexes;
- where a person seeks sexual favour in return for control or attempts to influence or affect the career or other employment opportunity of someone over whom they exert actual or perceived authority;
- where a person uses sexual behaviour to control, influence or affect the grades, course work or educational opportunity of someone over whom they exert actual or perceived authority;
- to or from a member of the public;
- in any personal relationship, whether it be with a member of staff or with a student, staff should be aware that they have a responsibility to act professionally at all times

What is *not* sexual harassment

Normal mutual attraction between individuals is excluded from this definition. Sexual harassment does not occur where behaviour is mutually acceptable to the parties involved

Effects of sexual harassment

The effects of sexual harassment usually extend far beyond personal intimidation and often interfere with a person's performance in employment and other aspects of their life.

Threat of penalties or promises of preferential treatment may be used to obtain compliance. Submission to or rejection of such conduct may result in decisions affecting an individual's employment or academic status and prospects.

The harassed person often chooses to resign, transfer or withdraw rather than complain.

Effects might include:

- inability to study resulting in poor performance;
- absenteeism due to stress;
- lower productivity and/or poor quality work;
- workplace accidents as a result of inability to concentrate; and
- resignation and/or reduced career prospects.

As well as being damaging to the individual, sexual harassment is detrimental to the Company concerned. It is disruptive and divisive, it damages staff morale and relationships, and it may result in the loss of valuable staff/students

Responses to sexual harassment

People who believe that they have been subjected to sexual harassment should discuss the problem with the director of the Company. Confidentiality will be maintained.

The response will depend of course, on the severity of the case and may involve an informal grievance resolution in the form of an apology, counselling, suspension, dismissal, refusal to entry of Ceroc Australia classes and events conducted by Ceroc Australia. While it is suggested these informal internal processes should be explored in the first instance, complainants always have the option of making a formal complaint through either internal or external processes.

The NSW Anti-Discrimination Board or Federal Human Rights and Equal Opportunity Commission are both external agencies, which receive discrimination or harassment complaints. Normally once a complaint has been lodged externally, internal processes will not be activated.