



Sexual Abuse and Harassment Policy

Rotary District 5040 will promote an environment that is free from sexual harassment where all students are treated with respect and dignity.

Sexual harassment is one form of discrimination and is defined as any unwelcome comment or conduct of a sexual nature that may detrimentally affect the self-esteem of the victim of the harassment. Prohibited conduct may be verbal, non-verbal, physical, deliberate or unintended, unsolicited or unwelcome, as determined by a reasonable person. It may be one incident or a series of incidents depending on the context.

Protection against harassment extends to incidents occurring at or away from the home environment provided the acts are committed within the course of the student's exchange year.

Examples of sexual harassment include but are not limited to:

- A person in authority asking an exchange student for sexual favours
- Sexual advances
- Unwelcome remarks, questions, jokes or innuendo of a sexual nature; including sexist comments or sexual invitations;
- Verbal abuse, intimidation, or threats of a sexual nature;
- Leering, staring or making sexual gestures;
- Display of pornographic or other sexual materials;
- Offensive pictures, graffiti, cartoons or sayings;
- Unwanted physical contact such as touching, patting, pinching, hugging;
- Physical assault of a sexual nature.

The student is required to report the incident as soon as it happens following the Allegation Reporting Guidelines outline in Appendix H.