



## HARASSMENT OF STAFF Policy

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Approved by the School Board 6 December 2021

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**Rationale:** Cambridge Middle School is committed to uphold a culture where we care about each other, encourage different views and perspectives, and treat each other with kindness and respect and free from any form of harassment. Harassment includes sexual and racial harassment as well as bullying and experiencing fear for personal safety.

**Principles:**

- a) The school will provide a safe and inclusive work environment, free from bullying, harassment, and unlawful discrimination where employees can work free from offensive behaviours.
- b) The school will meet the requirements of the Harassment Act 1997, Human Rights Act 1993, Employment Relations Act 2019, and Health & Safety in Employment Act 2015.
- c) The school will clearly articulate what constitutes forms of harassment in the workplace.

**Policy Statement:** The School Board is committed to support the school in its endeavours to maintain a workplace free from any form of harassment.

**Key Responsibilities:** The Principal and the School Leadership Team have responsibility for the implementation of this policy and will oversee a process for the development of Harassment Guidelines for the school

**Review:** October 2024

**Related Information:** 1. Harassment Guidelines