

**LIBERTY HIGH SCHOOL SEXUAL HARASSMENT POLICY**  
v 1.0 Jan 2024

**Table of Contents**

***Liberty High School Sexual Harassment Policy*.....2**

***I. Introduction*.....2**

***II. Definition of Sexual Harassment*.....2**

    Expansive Definition:.....2

***III. Policy Objectives*.....2**

    Creating a Safe Environment:.....2

    Preventive Education:.....2

***IV. Reporting Mechanisms*.....2**

    Accessibility of Reporting Channels:.....2

    Protection of Privacy:.....2

***V. Investigation Procedures*.....2**

    Prompt Response:.....2

    Neutral Investigation Team:.....2

***VI. Disciplinary Actions*.....3**

    Range of Disciplinary Measures:.....3

    Restorative Practices:.....3

***VII. Prevention and Awareness*.....3**

    Regular Training Programs:.....3

    Promotion of Respectful Behavior:.....3

***VIII. Policy Review and Update*.....3**

    Continuous Improvement:.....3

    Feedback Incorporation:.....3

***IX. Roles and Responsibilities*.....3**

    School Administration:.....3

    Teachers and Staff:.....3

    Students and Community Members:.....3

# Liberty High School Sexual Harassment Policy

## I. Introduction

Liberty High School's Sexual Harassment Policy, established in alignment with Ontario's legal framework, including the Ontario Human Rights Code and the Safe Schools Act, is committed to maintaining a learning and working environment free from sexual harassment. This policy applies to all members of the school community, including students, staff, faculty, and visitors.

## II. Definition of Sexual Harassment

**Expansive Definition:** Sexual harassment at Liberty High School encompasses a range of behaviors. It includes, but is not limited to, sexual comments, jokes, gestures, unwanted touching, advances, or any other behavior of a sexual nature that is unwelcome and causes harm or discomfort.

**Electronic Harassment:** Recognizes that sexual harassment can occur through digital means, such as text messages, emails, social media, or other online platforms.

## III. Policy Objectives

**Creating a Safe Environment:** The primary objective is to create a safe, inclusive, and respectful environment where sexual harassment is known to be unacceptable and where individuals feel comfortable reporting incidents.

**Preventive Education:** To provide ongoing education and training to students and staff about recognizing, preventing, and responding to sexual harassment.

## IV. Reporting Mechanisms

**Accessibility of Reporting Channels:** Multiple channels for reporting are available, including direct reporting to trusted staff, anonymous reporting systems, and online reporting options.

**Protection of Privacy:** Ensures that reports of sexual harassment are handled discreetly to protect the privacy and dignity of all individuals involved.

## V. Investigation Procedures

**Prompt Response:** All complaints are taken seriously and responded to promptly to ensure the safety and well-being of the complainant.

**Neutral Investigation Team:** Investigations are carried out by a neutral team trained in handling sensitive issues of sexual harassment and are conducted in a manner that is fair and unbiased to all parties involved.

## **VI. Disciplinary Actions**

**Range of Disciplinary Measures:** The consequences for perpetrators of sexual harassment vary depending on the severity and frequency of the behavior and may include counseling, suspension, expulsion, or legal action.

**Restorative Practices:** Where appropriate, restorative practices may be employed to address the harm caused and to rebuild trust and respect among those involved.

## **VII. Prevention and Awareness**

**Regular Training Programs:** Mandatory training programs for staff and students focusing on awareness, prevention strategies, consent, and bystander intervention.

**Promotion of Respectful Behavior:** Campaigns and initiatives aimed at promoting respect, consent, and gender equality within the school community.

## **VIII. Policy Review and Update**

**Continuous Improvement:** The policy is reviewed annually or as needed to ensure it remains effective, current, and in compliance with legal and educational standards.

**Feedback Incorporation:** Regularly seeks feedback from students, staff, and the wider school community to improve the policy's effectiveness.

## **IX. Roles and Responsibilities**

**School Administration:** Leads in the implementation and enforcement of the policy, ensures that all reports are handled appropriately, and that the school environment is safe and respectful.

**Teachers and Staff:** Required to report any instances of sexual harassment they witness or are made aware of, and to support students in understanding and upholding the policy.

**Students and Community Members:** Expected to uphold the standards of conduct set by the policy, report any instances of harassment, and support peers who may be affected by such behavior.

Liberty High School's Sexual Harassment Policy is a cornerstone of our commitment to a safe and respectful educational environment. It underscores our zero-tolerance stance on any form of sexual harassment, ensuring that all members of our school community are protected, respected, and empowered.