

# HARASSMENT POLICY

## Harassment ...

We believe that any type of harassment (such as physical, racial or sexual harassment) is unacceptable and will not be tolerated by students or staff at NMSHS.

If you feel you are a victim of any form of harassment, speak to any member of staff with whom you feel comfortable.

## What is Physical Harassment? ...

Physical harassment is any form of physical contact or threat of physical contact that has the intention of intimidating or harming another person.

## What is Racial Harassment? ...

Racial harassment is any unwelcome or offensive comment or action concerning someone's race, colour, nationality, language or ethnic origin. Racial harassment can include taunting, teasing, threats or abuse.

## What is Sexual Harassment? ...

Sexual harassment is any unsolicited and unwelcome conduct with a sexual bias that creates an uncomfortable working or learning environment. It can be either sexist or sexual.

- It may be directed against a group or an individual by a group or an individual.
- Examples of sexist harassment include: sex-oriented verbal kidding and jokes and belittling comments based on sex-role stereotyping.
- Examples of sexual harassment include questions about a person's private life, requests for sexual favours or deliberate sexual contact such as patting, pinching, hugging and kissing.

## What is NOT Sexual Harassment? ...

- Sexual harassment has nothing to do with mutual friendships, sexual attraction or flirtation, since these behaviours involve choice.