

## SOUTHERN OKANAGAN SECONDARY SCHOOL

### HARASSMENT POLICY

Students and staff of Southern Okanagan Secondary School have determined harassment to be an issue that needs to be dealt with. As one student stated: "Co-operation and respect for each other makes a safe school." It is everyone's right to attend school in an environment that is non-threatening to their personal safety and emotional well being. Harassment is defined as any behaviour toward another person that is perceived to be intimidating.

#### Examples of Harassment

1. Verbal - name calling (includes racial), notes
2. Sexual - personal space intrusion, touching, verbal, body language
3. Physical - aggressive pushing, fights, body contact

#### Steps to be taken

1. First incident - referral to peer counsellor or counsellor
  - may come to attention through self, peer, or staff referral
  - offender will meet to discuss how his/her behaviour is inappropriate and how it impacts others
2. Second incident - peer mediation (should parties refuse, move to step three)
  - a formal process of mediation will be utilized
  - complaint and response to complaint will be documented
  - an agreement between parties will be established, documented and signed
  - should the agreement be broken, the situation will be referred to administration (Step 3)
3. Third Incident - to administration
  - disciplinary action as determined by administration

**NOTE:** Physical harassment of a sexual or aggressive nature will go directly to Step 3 - the administration