



MARONITE COLLEGE

OF THE HOLY FAMILY

RESPECT AT WORK

Everyone deserves to be safe, supported and respected at work.

Sexual harassment constitutes a trespass, not only against the dignity of each person, but also against the law.

Maronite College of the Holy Family seeks to prevent sexual harassment and discrimination at every level of the organisation. Members of the College community are expected to support all policies, procedures and other initiatives that are designed to preclude all forms of workplace sexual harassment, discrimination or bullying.

Each person is encouraged to alert the appropriate authorities if they witness or experience sexual harassment, discrimination or any other unlawful conduct.

Anyone experiencing harassment or discrimination will be supported and the College Whistleblower or other reporting or complaint mechanisms will be taken seriously and managed ethically and confidentially.

The College will provide ongoing training to enable people to recognise sexual harassment in all its forms, empower them to speak about it, change their behaviour if required, and respond appropriately in the moment to prevent potential repetition or escalation.

The College will strive for ethical responses. The College will support respectful transparency so all might learn from incidences, continuously improve the College's approach, and improve accountability to staff, stakeholders, and the broader community.

