

Statement to protect employees, workers, volunteers and Fellows of Christ's College in the event of abusive, intimidating or inappropriate communication and/or behaviour including sexual harassment by third parties.

1. PUBLIC STATEMENT

This statement applies to all third parties who contact or liaise with the offices of Christ's College, employees, workers, volunteers and/or Fellows of the College via letter, email, telephone or in person. The statement applies, but is not limited to, alumni, prospective applicants, guests, contractors, suppliers and members of the public.

We understand that people can become angry when they feel that matters about which they feel strongly are not being dealt with as they wish. If that anger escalates into aggression towards staff, volunteers or Fellows, we consider that unacceptable.

Any aggression or abuse directed towards staff or Fellows will not be tolerated. We may decline to respond or engage in such circumstances.

- Aggressive or abusive behaviour includes language (whether verbal or written) that may cause staff to feel afraid, threatened or abused and may include threats, personal verbal abuse, derogatory remarks, and/or rudeness. The use of swear words in written or verbal communication will not be tolerated and these communications will not be responded to. Swearing at employees, workers, volunteers and/or Fellows of the College will not be tolerated.
- We also consider inflammatory statements, remarks of a racial or discriminatory nature and unsubstantiated allegations, to be abusive behaviour.

Christ's College will not tolerate sexual harassment towards its employees, workers, volunteers or Fellows by anyone working for the College or by a third party including, but not limited to, guests, members of the public, prospective applicants, alumni, contractors and suppliers.

Christ's College is committed to creating an environment free from any type of harassment, bullying or victimisation, ensuring all employees, workers, volunteers and Fellows are treated with dignity and respect and treat others in the same way. Procedures are in place so that any concerns can be reported without fear of intimidation or repercussion, and any incidents of sexual harassment will be dealt with promptly, sensitively, and confidentially.

Christ's College operates a Zero Tolerance Policy to sexual harassment. Sexual harassment or inappropriate behaviour by a third party towards employees, workers, volunteers and Fellows of the College may result in the following actions being taken:

- (i) The third party being asked to leave the College
- (ii) The third party being banned from entering the College site
- (iii) The College not engaging in future business with the third party
- (iv) The College ceasing relations and/or communications with the third party
- (v) The College reporting criminal acts to the Police.