

APPENDIX P: ANTI-HARASSMENT STATEMENT

All employees and students of the National Centre for Circus Arts have a right to an environment free from harassment where the dignity of the individual is respected.

Harassment is considered to be any form of inappropriate action, behaviour, comments or physical contact, which is objectionable or causes offence. It can cause the recipient to feel threatened, humiliated, intimidated or bullied.

If anyone believes that they are being subjected to any form of harassment they are encouraged to talk in confidence to either a Year Manager or seek advice from the Student Support Manager. The National Centre is committed to the elimination of harassment and it is hoped that this can be achieved informally. If it becomes necessary the disciplinary procedures can be imposed.

In exceptional circumstances, where a user of the National Centre has breached the Code of Conduct and in doing so impacts negatively upon other users of the National Centre, staff and other users of the National Centre for Circus Arts will be required to follow procedures as outlined in the Safe from Harm policy. Further details on this policy can be obtained by the Manager for HR and Administration.