

5751 SEXUAL HARASSMENT

The Board of Education explicitly forbids any conduct or expression that may be construed as the sexual harassment of a pupil, by an employee of the district or by another pupil.

The sexual harassment of a pupil includes all unwelcome sexual advances or suggestions, requests for sexual favors, and verbal or physical contacts of a sexual nature whenever such conduct has the purpose or effect of intimidation or tends to create an intimidating, hostile, or offensive educational environment.

The Superintendent will insure that all students are informed of their right to be free of sexual harassment and innuendo and will encourage pupils to report any incident of sexual harassment to a staff member.

Any employee who receives such a report or who has independent cause to suspect that a pupil has been subjected to sexual harassment will promptly notify the building principal and/or Building Affirmative Action Officer, who will immediately initiate an investigation of the matter and report findings to the District Affirmative Action Officer and Superintendent. An act of sexual harassment that appears to constitute child abuse will be immediately reported to the Division of Youth and Family Services for investigation by that agency.

An employee who engages in the sexual harassment of a pupil will be subject to stringent discipline and may be terminated. A pupil who engages in the sexual harassment of another pupil will be subject to discipline in accordance with Policy No. 5500.

N.J.A.C. 6:4-1 et seq.; 6:8-4.3(a)9

Adopted: 18 April 1989

Revised: 16 September 1997

