

# POLICY

UNION COUNTY EDUCATIONAL SERVICES  
COMMISSION  
**BOARD OF EDUCATION**

Support Staff  
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SEXUAL HARASSMENT (M)

## 4352 SEXUAL HARASSMENT (M)

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**Sexual Harassment**

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The Commission recognizes that an employee's right to freedom from employment discrimination includes the opportunity to work in an environment untainted by sexual harassment. Sexually offensive speech and conduct are wholly inappropriate to the harmonious employment relationships necessary to the operation of the Commission and intolerable in a workplace to which the children of this Commission are exposed.

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While it is not easy to define precisely what sexual harassment is, examples of prohibited behavior include unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature such as uninvited touching of a sexual nature or sexually related comments, pictures or communications. Similarly, unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment; or (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

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**Other Prohibited Harassment**

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It is also the Commission's policy to prohibit harassment of an employee on the basis of race, color, religion, creed, sex, affectional or sexual orientation, national origin, ancestry, age, marital status, veteran status, liability for service in the Armed Forces, handicap or disability, familial status, genetic information, atypical heredity cellular or blood trait, or any other trait or characteristic protected by law. Again, while it is not easy to precisely define these types of harassment, such harassment would certainly include slurs, epithets, threats, derogatory comments, unwelcome jokes, teasing and other similar verbal or physical conduct. Similarly, discrimination on the basis of these protected categories is prohibited.

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**Reporting and Investigation**

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Any employee who feels that he or she has witnessed or been subjected to any type of harassment or discrimination is encouraged to immediately report the harassment or

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~~discrimination to any supervisor and/or the Affirmative Action Officer, Michael Kowalski, who can be reached at (908) 233-9317 ext. 262. Any supervisor who witnesses or receives a report or complaint of harassment, discrimination or violation of this policy, shall immediately report it to the Affirmative Action Officer. Every report of perceived harassment, discrimination or violation of this policy will be promptly and fully investigated and corrective action taken as appropriate.~~

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## ~~No Retaliation~~

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~~The Commission will not tolerate any form of retaliation against any individual who, in good faith, reports harassment or who cooperates in good faith in the investigation of any such report in accordance with this policy.~~

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## ~~Violation~~

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~~Violation of this policy will result in disciplinary action, up to and including termination.~~

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## ~~Questions~~

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~~If you have any questions about this policy, please contact the Affirmative Action Officer, Michael Kowalski, at (908) 233-9317 ext. 262.~~

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~~Adopted: 2 October 2002~~

~~Revised: January 14, 2026~~

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