

Harassment in School



65 McCampbell Road
Holmdel, New Jersey 07733
(732) 946-1800

www.holmdelschools.org

Harassment

Harassment of students and /or staff is a real and serious problem in education at all levels. It can affect any student regardless of sex, race, or age. Harassment can threaten a student's physical or emotional well-being, influence how well a student does in school and make it difficult for a student to achieve his or her career goals. Moreover, harassment is illegal. Preventing and remedying harassment in schools is essential to ensure nondiscriminatory, safe environments in which students can learn.

Types of Harassment/Discrimination

1. Race
2. Color
3. Ethnicity
4. National Origin
5. Religion/Creed
6. Gender Discrimination
7. Sexual Discrimination
8. Sexual Orientation
9. Marital Status
10. Familial Status
11. Age
12. Atypical Hereditary Disease
13. Disabilities (Physical, Mental, Developmental)

Sexual Harassment

Sexual harassment includes all unwelcome advances or suggestions, requests for sexual favors, and verbal, nonverbal 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.

Some examples of sexual harassment can include:

- Bumping or brushing against a person on purpose
- Grabbing, touching, pinching
- Sexual advances or touching of a sexual nature
- Graffiti, notes, stories, jokes, rumors of a sexual nature
- Talking about one's sexual activities in front of others
- Displaying or distributing of sexually explicit drawings, pictures, and written materials
- Threats, insults, and comments about a person's body

Ways to Deal with Sexual Harassment

- By positively confronting people directly
- By giving support through listening and reporting things to trusted adults in school
- By giving feedback to peers
- By using school complaint procedures

School Complaint Procedures

Any student who wishes to file a complaint of harassment by any staff member or student should see the Affirmative Action Officer, Principal, Counselor, teacher, or available staff member.

If you should file a complaint or otherwise report harassment in a responsible manner it will not affect your status as a student, nor will it impact upon grades or future job recommendations.

Disciplinary Actions

This district will not accept, tolerate or overlook harassment. As a result, cases of harassment will be dealt with any/all of the following measures.

- Parental notification
- Documentation of events
- Meeting with Affirmative Action Officer
- School Disciplinary Actions
- Counseling
- Police Notification
- Legal Actions by victim

Responsibility to Prevent Harassment

- Make sure you notice how your behavior impacts others.
- Take responsibility for treating people with respect.
- It is important that each of us listens to and supports our friends who feel harassed and that we take their concerns seriously.
- It is also important to try, whenever possible, to confront people whose behavior has created an intimidating, hostile or offensive environment for ourselves and others.
- Sometimes it will not be easy or even appropriate, especially if you feel threatened. In these cases, you should report this behavior to appropriate school personnel and/or other trusted adults or professionals.

Affirmative Action Officer

Art Howard
65 McCampbell Road
Holmdel, New Jersey 07733
(732) 946-1800

ahoward@holmdelschools.org