



4352 SEXUAL HARASSMENT

The Board of Education 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 school district and intolerable in a workplace to which the children of this district are exposed.

Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature that would not have happened but for the employee's gender. Whenever submission to such conduct is made a condition of employment or a basis for an employment decision, or when such conduct is severe and pervasive and has the purpose or effect of unreasonably altering or interfering with work performance or creating an intimidating, hostile, or offensive working environment, the employee shall have cause for complaint.

The sexual harassment of any employee of this district is strictly forbidden. Any employee or agent of this Board who is found to have sexually harassed an employee of this district will be subject to discipline, which may include termination of employment. Any employee who has been exposed to sexual harassment by any employee or agent of this Board is encouraged to report the harassment to an appropriate supervisor. An employee may complain of any failure of the Board to take corrective action by recourse to the procedure by which a discrimination complaint is processed. The employee may appeal the Board's action or inaction to the New Jersey Division on Civil Rights or to the United States Equal Employment Opportunity Commission. Complaints regarding sexual harassment shall be submitted following the procedures outlined in Regulation 1530, Equal Employment Opportunity.

The Affirmative Action Officer shall instruct all employees of this Board to recognize and correct speech and behavior patterns that may be sexually offensive with or without the intent to offend.

29 C.F.R. 1604.11

Adopted: 3 December 2008



TEACHING STAFF MEMBERS - POLICY

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Sexual Harassment

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AFFIRMATIVE ACTION & EQUAL OPPORTUNITY

September 2019

To Parents, Students, Employees and East Orange Community:

For your information, the East Orange School District assures its compliance with the following affirmative action regulations:

1. Title 18A, New Jersey Statutes, prohibits discrimination against students and other persons because of sex, race, color, creed, religion, ancestry, national origin, social or economic status or sexual orientation.
2. Title IX of the Federal Education Amendments of 1972 prohibits sex discrimination in any educational program or activity receiving federal financial assistance. This law requires all local school districts to designate someone to coordinate its requirements. It also requires all local school districts to develop and publish a grievance procedure for use by students and employees who have complaints alleging sex discrimination.
3. Title VI of the New Jersey Administrative Code contains the regulations of the State Board of Education and complements the requirements of the Federal Law. Title VI requires local school districts to ensure that all students regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, or socioeconomic status are provided equal access to educational programs and services by district boards of education.
4. 504 Code – Rehabilitation Act of 1973. Americans with Disabilities Act

(Affirmative Action) Equity Officer

Dr. Deborah M. Harvest, Assistant Superintendent
Division of Operations, Compliance & Educational Support Services
199 4th Avenue, East Orange, New Jersey 07017
(973) 266-5776

504 Compliance Officer

Ms. Tonya Santos, Director
Department of Special Education Services
199 4th Avenue, East Orange, New Jersey 07017
(973) 266-5785

Title IX Coordinator

Mr. Michael Baldwin, Athletic Director
Campus High School
344 Prospect Street, East Orange, New Jersey 07017
(973) 266-7300