

ROBBINSVILLE PUBLIC SCHOOLS

Affirmative Action and Harassment Policies and Procedures

August, 2024

BOARD POLICIES THAT GOVERN AFFIRMATIVE ACTION AND DISCRIMINATION

1530:Equal Employment Opportunities

The Board of Education guarantees to all persons equal access to all categories of employment, retention and advancement in this district, regardless of race, color, age, creed, religion, gender, national origin, political affiliation, marital status, nonapplicable disability, without favoritism or harassment.

1550: Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan

2260: Affirmative Action Program for School and Classroom Practices

The Board of Education shall, in accordance with law, strive to overcome the effects of any previous patterns of discrimination in district employment practices and shall systematically monitor district procedures to ensure continuing compliance with anti-discrimination laws and regulations.

PROTECTED CHARACTERISTICS AGAINST DISCRIMINATION

Protected Classes

- Race
- Creed
- Color
- National Origin
- Ancestry
- Age
- Genetic Information
- Pregnancy
- Sex
- Religion
- Disability
- Military Service
- Atypical cellular blood type
- Nationality

NJLAD (New Jersey Law Against Discrimination) also includes:

- Gender identification or expression
- Affectional or sexual orientation
- Marital/domestic partnership/civil union status

BOARD POLICIES THAT GOVERN AFFIRMATIVE ACTION AND HARASSMENT

4352: Sexual Harassment

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.

INAPPROPRIATE STAFF CONDUCT STATEMENT FOR PERSONNEL

3281 (Teaching Staff) 4281 (Support Staff):

Inappropriate Staff Conduct

The Board of Education recognizes its responsibility as well as school staff's responsibility to protect the health, safety, and welfare of all pupils within this school district. The Board recognizes and appreciates the staff-pupil professional relationship that exists in a school district's educational environment. In support of this strong commitment to the public's trust and confidence of school staff, the BOE holds all school staff to the highest level of professionalism responsibility in their conduct with all pupils. Inappropriate conduct and conduct unbecoming a school staff member will not be tolerated in this school district.

WHAT IS HARASSMENT?

- © Harassment is unwanted nonverbal, written, graphic or physical behavior directed at an individual or group on the basis of race, gender, religious orientation, age, national origin, marital status or disability. Sexual harassment is based on gender.
- © Harassment is defined by being repeated and unprovoked, unwelcome, unwanted and uncomfortable in the view of the recipient. Perception matters...not intent.

HARASSMENT CAN ALSO BE...

- ◎ Peer pressure
- ◎ Name calling
- ◎ Teasing
- ◎ Verbal Challenges
- ◎ Threats
- ◎ Malicious rumors
- ◎ Threatening a change in employment based on gender related issues

WHAT DO YOU DO IF YOU ARE HARASSED OR DISCRIMINATED AGAINST?

- ◎ Inform the person that the behavior is unacceptable.
- ◎ Contact your building principal to make a report. You may also contact the Affirmative Action Officer directly.
- ◎ Principal meets with affected parties.
- ◎ Building principals make a written report and inform the Affirmative Action Officer.
- ◎ Robbinsville Affirmative Action Officer:

Dr. Stephen Wisniewski –
wisniewski.stephen@robbinsville.k12.nj.us – x. 2204

HARASSMENT COMPLAINT PROCEDURES, CONT'D.

- ◎ The Affirmative Action Officer follows up with further investigation, if necessary and informs the superintendent.
- ◎ The Affirmative Action Officer writes a detailed report at the conclusion of the investigation.
- ◎ Complainant may additionally file with the Civil Rights Commission.
- ◎ CONFIDENTIALITY IS A MUST!

BOARD POLICIES THAT GOVERN AFFIRMATIVE ACTION AND HARASSMENT FOR STUDENTS

5512: Hazing

“Hazing” means the performance of any act or the coercion of another to perform any act of initiation into any class, team, or organization that causes or creates a substantial risk of causing mental or physical harm. Permission, consent, or assumption of risk by an individual subjected to hazing shall not lessen the prohibitions contained in this policy.

5512.01: Harassment, Intimidation, and Bullying

“Harassment, intimidation, or bullying” means any gesture, written, verbal , or physical act that takes place on school property, at any school-sponsored function or on a school bus...

BOARD POLICIES THAT GOVERN AFFIRMATIVE ACTION AND HARASSMENT FOR STUDENTS

5512.02: Cyber-bullying

The Board of Education prohibits acts of cyber-bullying by school district pupils through the use of any school district owned, operated, and supervised technologies.

- ◎ “Cyber-Bullying” is the use of electronic information and communication devices, to include but not be limited to, e-mail messages, instant messaging, text messaging, cellular telephone communications, internet blogs, internet chat rooms, internet postings, and defamatory websites, that:
 - 1. Deliberately threatens, harasses, intimidates an individual or group of individuals; or
 - 2. Places an individual in reasonable fear of harm to the individual or damage to the individual’s property; or
 - 3. Has the effect of substantially disrupting the orderly operation of the school.
- ◎ “School district owned, operated, or supervised technologies” is any computer, networking system, electronic equipment, or any other equipment or device that may be used by a person to communicate to another which is owned, leased, operated, or under the control or supervision of the school district and/or school district staff.

BOARD POLICIES THAT GOVERN AFFIRMATIVE ACTION AND HARASSMENT FOR STUDENTS

5750: Equal Education Opportunity

The Board of Education directs that all pupils enrolled in the schools of this district shall be afforded equal educational opportunities in strict accordance with law.

5751: Sexual Harassment

The Board of Education will not tolerate sexual harassment of pupils by school employees, other pupils, or third parties. Sexual harassment of pupils is a form of prohibited sex and discrimination.

5755: Equity in Educational Programs and Services

It is the policy of the Board of Education to ensure equal and bias-free access to all school facilities, courses, programs, activities, and services regardless of race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation or gender, social or economic status, or disability.



WHAT ABOUT CASES INVOLVING STUDENTS?

- ◎ Never ignore harassing or discriminatory behavior.
- ◎ Inform the offending pupil that the behavior is unacceptable.
- ◎ Document the behavior, where it took place, when it took place, any witnesses and what you did to stop it. If a student comes to you, help the student to document this.
- ◎ Forward the written information to the principal.

WHAT ABOUT CASES INVOLVING STUDENTS?

- ◎ Principal follows up and maintains documentation of the event. If the matter cannot be resolved, the Affirmative Action Officer can be contacted.
- ◎ The parents of the students involved are contacted and advised of district policy.
- ◎ A written report is made to the Affirmative Action Officer and forwarded to the Superintendent.

POSSIBLE SANCTIONS

- ⊙ Disciplinary Action
- ⊙ Suspension
- ⊙ Expulsion
- ⊙ Job Termination



CONTACT INFORMATION

Dr. Stephen Wisniewski

District Affirmative Action Officer

Board of Education Office

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Building Contacts: Principal or Vice Principal