

# POLICY

## Medford Township Board of Education

Section: Pupils

5751. SEXUAL HARASSMENT

Date Created: September, 1999

Date Edited: September, 1999

### 5751- SEXUAL HARASSMENT

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#### Staff And Student Protection From Sexual Harassment

It is the policy of the Board of Education to maintain a learning and working environment that is free from sexual harassment.

It shall be a violation of this policy for any member of the Medford Township Public Schools' staff to harass another staff member or student through conduct or communications of a sexual nature as defined in the definition.

#### Definition

- A. Sexual harassment shall consist of unwelcomed sexual advances, requests for sexual favors, and other inappropriate verbal or physical contacts of a sexual nature when made by any member of the school staff to a student, when made by any member of the school staff to another staff member or when made by any student to another student when:
1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education; or when
  2. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual; or when
  3. Such conduct has the purpose or effect of substantially interfering, hostile, or offensive employment or education environment.
- B. Sexual harassment, as set forth in Section A, may include, but is not limited to the following:
1. Unwelcome sexual advances, such as offensive sexual flirtations, repeated requests for dates or writing of love letters after rejection of overtures;
  2. Pressure or coercion for sexual activity;
  3. Repeated remarks to a person, with sexual or demeaning implications;
  4. Unwelcomed touching, such as patting, pinching or brushing against another's body;
  5. Suggesting or demanding sexual involvement accompanied by implied or

explicit threats concerning one's grades, job, etc.;

6. Displays of nude or pornographic pictures, lewd or vulgar cartoons, etc.;

7. Practical jokes about gender-specific traits.

- C. Sexual harassment may also consist of intimidating, abusive or hostile behavior of a nonsexual nature toward a staff member or student because of their gender. Verbal abuse and hostility that is not sexual in character but is directed solely at a female staff member or student because they are female, for example, is likewise a violation of this policy on the same level as harassment of a sexual nature.

United States Department of Education - Office of Civil Rights Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties (1997)

Adopted: 27 September 1999

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