

# Harassment in School



**Holmdel Public Schools**

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# 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**

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