

P4-3.24 Harassment, intimidation and/or bullying.

In accordance with the provisions of N.J.S.A. 18A:37-15 and N.J.A.C. 6A:16-7.9(a)2, the Salem County Board for Vocational Education prohibits acts of harassment, intimidation or bullying. Further, the Board of Education recognizes that it and all of its employees are responsible for implementation of this policy and the accompanying regulation. The Board of Education therefore holds all employees, student, visitors or guests to its facilities or properties under the jurisdiction of the Board of Education to this standard of accountability.

For the purpose of this policy, harassment, intimidation, or bullying is defined as any gesture or written, verbal, electronic, or physical act that is reasonably perceived as being motivated either by any act or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory handicap, or by any other distinguishing characteristic, that takes place on school property at any school-sponsored function or on a school bus that is operated by the Board of Education that:

- a). a responsible person should know, under the circumstances, what will have the effect of harming a student or damaging the student's property, or placing a student in a reasonable fear of harm to his/her person or damage to his/her property; or
- b). has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school. N.J.S.A. 18A:37-15 and N.J.A.C. 6A:16-7.9(a)2.

Some acts of bullying are not based on the motivating factors cited in the statute but rather with one person exercising power and control over another either in isolated incidents (e.g., intimidation, harassment) or patterns of harassing or intimidating behavior (e.g., bullying). These acts are prohibited and will be addressed appropriately in accordance with the SCVTS Student Code of Conduct.

The Board requires that a regulation be adopted to implement this policy. Please see Regulation R4-3.24.