

STUDENT HARASSMENT, INTIMIDATION, AND BULLYING

Authority

The Anti-Bullying Bill of Rights Act, N.J.S.A. 18A:3B-68.

Definitions

Student harassment, intimidation, or bullying is defined to include:

Any gesture, any written, verbal, or physical act, or any electronic communication, whether it be a single incident or series of incidents, that is reasonably perceived as being motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, or mental, physical, or sensory disability, or by any other distinguishing characteristic, that takes place on college property or at any college-sponsored function, that:

- Substantially disrupts or interferes with the orderly operation of the college or the rights of students; and that
- A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging a student's property, or placing a student in reasonable fear of physical or emotional harm to the student's person or reasonable fear of damage to the student's property; or
- Has the effect of insulting or demeaning any student or group of students; or
- Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

Policy

It is the intention of the College to create, promote, and maintain an educational environment in which all students are treated with dignity and respect. Accordingly, student harassment, intimidation, and bullying are strictly prohibited on the College campus; at any other location where the College offers courses or sponsors events; and/or at or in connection with any College sponsored function or event. This prohibition applies to all students and to all employees of the College, including student workers, and to all consultants, contractors, and other individuals performing work for the College.

Potential violations of this policy should be reported immediately to the Dean of Students, Diane Lemcoe located in the College Center, (908) 526-1200, ext. 8976, Dlemcoe@raritanval.edu, or Jason Fredericks, Assistant Dean of Student Services, 908 526 1200, extension 8311, jfredericks@raritanval.edu.

All members of the College community are expected to cooperate with any investigation arising from an alleged violation of this policy. Retaliation against any individual reporting apparent violations of this policy and/or providing information or participating in any investigation of an alleged violation of this policy is also strictly prohibited.

Any faculty member, staff and/or administrator who observes, receives a report of or otherwise becomes aware of potential or actual violation of this Policy, **shall** immediately report same to the Dean of Students.

Violations of this policy will result in disciplinary penalties, up to and including expulsion from the College and/or termination of employment.

Questions about this policy should be directed to the Dean of Students.

Cross Reference - Discrimination and Harassment Policy

Responsible Administrator – Dean of Students

Revised and reaffirmed

- **May 21, 2013**

Communication – This policy is communicated to the College community in the following documents:

- Faculty Handbook
- Student Handbook
- College Website
- Annual e-mail distribution to students by e-mail at the commencement of each semester