

# Essex County College College Regulation

## REG 5- 23 ANTI-HARASSMENT POLICY

**Purpose:**

To establish a zero tolerance policy for any form of harassment.

**Application:**

Any conduct, including acts of verbal, nonverbal, or physical aggression, intimidation, hostility or invasion of privacy (including conduct that is undertaken in whole or in part, through the use of electronic messaging services, mobile services, electronic communications, or other technology) that is sufficiently severe, persistent, or pervasive so as to limit a student's or employee's ability to participate in or benefit from a program or activity at the college, or creates a hostile or abusive educational or work environment at the college; and

Such conduct is based upon a student's or employee's actual or perceived:

- (a) Race;
- (b) Color;
- (c) National origin;
- (d) Sex;
- (e) Disability;
- (f) Sexual orientation;
- (g) Gender identity; or
- (h) Religion

Such conduct is expressly prohibited and will result in appropriate disciplinary action, including possible termination, suspension/expulsion and/or legal action.

<b>Responsible Official(s):</b>	<b>Reference: N.J.S.A. 18A:64A-12(o)</b>
<b>Regulation History: App. 3/11, Rev. 7/11, 3/17</b>	<b>Attachment(s):</b>