

# 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, based on the totality of the circumstances is subjectively and objectively offensive, and is so severe or pervasive that it limits or denies 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) Age;
- c) Color;
- d) Creed;
- e) National origin;
- f) Disability;
- g) Religion;
- h) Sex;
- i) Sex stereotypes;
- j) Sex characteristics;
- k) Sexual orientation;
- l) Gender identity;
- m) Gender expression;
- n) Pregnancy (past, present, or current), or related conditions; or
- o) Sex-based Harassment (including non-physical acts); or sexual violence such as rape, sexual assault, and sexual coercion by students or staff.

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

### **Reporting possible violations:**

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<b>Responsible Official(s):</b> Department of Human Resources	<b>Reference: N.J.S.A. 18A:64A-12(o)</b>
<b>Regulation History: App. 3/11, Rev. 7/11, 3/17, 9/24, 1/25</b>	<b>Attachment(s):</b>