

# **TOMS RIVER REGIONAL SCHOOL DISTRICT NONDISCRIMINATION/SEXUAL HARASSMENT POLICIES AND PROCEDURES**

Federal law prohibits educational program and employment discrimination on the basis of gender (Title IX of the 1972 Education Amendments); handicap (Section 504 of the Rehabilitation Act of 1973); age (Age Discrimination in Employment Act of 1967); and race, color, religion, gender, or national origin (Title VII of the Civil Rights Act of 1964). New Jersey Title 6 prohibits educational program and employment practices discrimination on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.

The Toms River Regional Board of Education does not discriminate on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation (real or perceived), gender, religion, disability or socioeconomic status in its educational programs, vocational programs or employment practices in accordance with the applicable statutes.

In addition, the Board of Education is committed to maintaining an instructional and working environment that is free from harassment of any kind. It shall be a violation of this policy for students to harass other students, or for students to harass staff members, or for staff members to harass students through conduct or communications of a sexual nature.

Sexual harassment is a violation of state and federal laws. It has been defined under the Equal Employment Opportunity Commission as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

Findings of sexual harassment will result in disciplinary action which may include parental conference, suspension (either in or out of school), and/or a report with the Toms River Police Department and any other disciplinary action deemed necessary and appropriate by the Superintendent of Schools/Board of Education.

The Toms River Regional Board of Education has non-discrimination/affirmative action policies and a grievance procedure whereby any student, parent, teacher, administrator, or member of the community who has a grievance (a complaint of discrimination or harassment) may present such grievance for consideration. These policies and grievance procedures are available in the Office of the Superintendent of Schools, in the Principal's Office at each school, and in the district Affirmative Action Office.

Inquiries regarding compliance with nondiscrimination laws may be directed to:

Richard Fastnacht  
District Affirmative Action Officer  
1144 Hooper Avenue  
Toms River, NJ 08753  
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U.S. Department of Education  
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32 Old Slip, 26<sup>th</sup> floor  
New York, NY 10005-2500  
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N.J. Division on Civil Rights  
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