

The Glen Rock School District recognizes that harassment, intimidation and bullying are serious offenses that will not be tolerated.

Under New Jersey law, “harassment, intimidation or bullying” means any gesture, any written, verbal or physical act or any electronic communication, whether it is a single incident or a series of incidents, that is:

- a. Reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; **OR**
- b. By any other distinguishing characteristic; **AND THAT** (one of the above conditions, a or b, must be present to be considered harassment, intimidation or bullying. If one of the above conditions is present, c and d or e or f must be present as well.)
- c. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3, that substantially disrupts or interferes with the orderly operation of the school or the rights of other pupils; **AND THAT**
- d. A reasonable person should know under the circumstances will have the effect of physically or emotionally harming a pupil or damaging the pupil’s property, or placing a pupil in reasonable fear or emotional harm to his/her person or damage to his/her property; **OR**
- e. Has the effect of insulting or demeaning any pupil or group of pupils; **OR**
- f. Creates a hostile educational environment for the pupil by interfering with a pupil’s education or by severely or pervasively causing physical or emotional harm to the pupil.