
Policy on Harassment, Intimidation and Bullying – Spring 2024 Semester

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To: All Students <all_students@kean.edu>, All Faculty <all_faculty@kean.edu>, All Staff <all_staff@kean.edu>



Kean University is committed to protecting its students from harassment, intimidation and bullying. The University believes that all students are entitled to a safe, equitable, and harassment free college experience. Harassment, intimidation and bullying will not be tolerated and shall be just cause for disciplinary action. The University promotes a culture of health, wellness, safety, respect, and excellence as the foundation upon which to build prevention of bullying. We ask that all students review the Kean University Policy on Harassment, Intimidation and Bullying as outlined below:

Policy on Harassment, Intimidation and Bullying

Students are prohibited from engaging in harassment, intimidation or bullying. A student will be found responsible for engaging in harassment, intimidation or bullying if they engage in conduct that is directed at a specific group or individual, perceived as being motivated either by any actual or perceived characteristic, such as race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, familial status, disability, nationality, sex, gender identity or expression, or any other protected characteristic under State law, [1] or by any other distinguishing characteristic, that is so severe or pervasive and objectively offensive that it substantially disrupts or interferes with the orderly operation of the University or the rights of any student or other member of the University community; and that:

- a. involves intimidation or threats to another person's safety, rights of personal privacy and property, academic pursuits, University employment, or participation in activities sponsored by the University or organizations or groups related to the University; or
- b. a reasonable person should know, under the circumstances, will have the effect of insulting or demeaning any student or group of students; or
- c. creates an intimidating or hostile educational environment by substantially interfering with a student's education, or by materially impairing the academic pursuits, employment or participation of any person or group in the University community, or by severely or pervasively causing physical or emotional harm to the student or other member of the University community; or
- d. a reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or other person or damaging the person's property or placing him/her in reasonable fear of physical or emotional harm to his/her person, or to any member of that person's family or household, or of damage to his/her property.

Prohibited conduct includes any gesture, written, verbal or physical act, or any electronic communication (which includes emails, text messages, and Internet postings on web-sites or other social media), whether it be a single incident or series of incidents, that occurs on any of the University's campuses, through the use of University facilities, at any function sponsored by the University or any University-related organization, or on or off-campus.

Disciplinary actions, which may result if a student commits an act of harassment, intimidation, or bullying, range from probation to expulsion, depending on the severity of the incident, and taking into account any previous campus code violations.

Information about Kean's commitment to ending discriminatory harassment and creating a diverse campus community can be found in the University's [Equal Opportunity and Affirmative Action Statement](#).

Sexual harassment is a form of harassment based upon sex and is prohibited under Kean University policy as well as Title IX of the Education Amendments of 1972, and Title VII of the Civil Rights Act of 1964, as amended. Review [Kean University's Sexual Harassment Policy](#).

¹ See the New Jersey Law Against Discrimination, N.J.S.A. 10:5-4

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