

## POSITIONS AND POLICIES ON EDUCATION

Staff/Pupil Relations

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FILE CODE

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4119.24

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### Discrimination and Intimidation

**The NJSBA believes** that schools should develop a culture that promotes mutual respect and constructive relationships among staff and pupils. The learning environment within schools should be free from all forms of discrimination and intimidation and should encourage fulfillment of each student's potential. Acts of discrimination and/or intimidation by staff or students should not be tolerated and proven acts of discrimination/intimidation should result in disciplinary action. *[Authority: BD 10/90, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

**Cross References:** 2224 Affirmative action/nondiscrimination  
5145.4 Equal educational opportunity  
6178 Early childhood education/preschool

Key Words: discrimination, intimidation