

# *AFFIRMATIVE ACTION*

It is the policy of the Orange Board of Education to provide a learning and working environment that promotes student achievement regardless of employee or student race, color, age, creed, religion, ethnicity, gender, sexual orientation, national origin, political affiliation, marital status or nonapplicable handicap.



# SEXUAL HARASSMENT



*Complaints may be made to your supervisor, principal, association representative or district Affirmative Action Officers,*

*Ms. Shelly Harper -  
harpsha@orange.k12.nj.us*

*Ms. Glasshebra Jones  
jonesshe@orange.k12.nj.us*

- The Orange Board of Education shall maintain a learning and working environment that is free from sexual harassment.*
- Sexual harassment shall consist of unwelcome sexual advances, requests for sexual favors, and other inappropriate verbal or physical conduct when the conduct has the intent or effect of creating a hostile environment and/or of interfering with a student's education or an employee's performance, evaluation or promotion.*