

Policy on Harassment, Intimidation and Bullying

Minimum Sanction: Probation; Maximum Sanction: Expulsion

Students are prohibited from engaging in harassment, intimidation or bullying. A student will be found responsible for harassment, intimidation or bullying if he or she engages in conduct, including any gesture, written, verbal or physical act, or any electronic communication (which includes emails, text messages, and internet postings on websites or other social media), whether it be a single incident or series of incidents, that occurs on the University's campus, through use of University facilities, or at any function sponsored by the University or any University-related organization, on or off campus; 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:

- 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 a reasonable person should know, under the circumstances, will have the effect of insulting or demeaning any student or group of students; or
- Creates an intimidating or hostile 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
- 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 or her in reasonable fear of physical or emotional harm to his or her person, or to any member of that person's family or household, or of damage to his or her property

Discriminatory Harassment, Intimidation or Bullying

A student will be found responsible for discriminatory harassment, intimidation or bullying who engages in conduct described above as "harassment, intimidation, or bullying," which the student directs at a specific group or individual, based upon 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 characteristic protected from discrimination by the New Jersey Law Against Discrimination, NJSA 10:5-4.

Sexual Harassment (Title IX)

Sexual harassment in any form will not be tolerated at Kean University. Sexual harassment violates the dignity and rights of the University community. In addition, it is a form of sexual discrimination prohibited by the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq, Title IX of the Education Amendment of 1972 and Title VII of the Civil Rights Act of 1964 (as amended in 1991). The Board of Trustees of Kean University recognizes its responsibility to ensure a working and learning environment free from discrimination, including sexual harassment. The University prohibits sexual harassment in accordance with campus policies and state and federal law. The University follows the New Jersey State Policy Prohibiting Discrimination in the Workplace. Depending on the complaint, violations of the policy may be adjudicated through the Kean University student conduct process or the Office of Affirmative Action Programs. All complaints of sexual harassment by employees should be brought to the attention of the Affirmative Action Officer immediately. Delayed reporting may impede a satisfactory resolution or hamper a proper investigation. Please refer to the policy and procedures set forth on the University's [Title IX webpage](#).

Kean University

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