

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2001

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HOUSE BILL 1149
Committee Substitute Favorable 4/23/01

Short Title: School Policies on Harassment of Emp's.

(Public)

Sponsors:

Referred to:

April 12, 2001

1 A BILL TO BE ENTITLED
2 AN ACT AUTHORIZING LOCAL BOARDS OF EDUCATION TO ADOPT
3 POLICIES ADDRESSING THE SEXUAL HARASSMENT OF SCHOOL
4 EMPLOYEES.

5 The General Assembly of North Carolina enacts:

6 SECTION 1. Part 8 of Article 22 of Chapter 115C of the General Statutes
7 reads as rewritten:

8 "Part 8. ~~Protection for Reporting Harassment.~~ Sexual Harassment Policies.

9 "**§ 115C-335.5. Protection-Policies addressing harassment of school employees;**
10 **protection against retaliation for reporting harassment.**

11 (a) Each local board of education may adopt a policy addressing the sexual
12 harassment of school employees by students, other local board employees, or school
13 board members. The policy may, at a minimum, set out (i) the consequences of sexually
14 harassing school employees and (ii) a procedure for reporting incidents of sexual
15 harassment."

16 (b) No employee of a local board of education shall be disciplined in any way
17 solely for the reason that the employee has filed a written complaint alleging sexual
18 harassment by students, other local board employees, or school board members, unless
19 the employee reporting the harassment knows or has reason to believe the report is
20 false."

21 SECTION 2. This act becomes effective July 1, 2001.