

RIVER EDGE BOARD OF EDUCATION
River Edge, NJ 07661

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Policy

EMPLOYEE PROTECTION

The board of education directs the chief school administrator to develop rules and procedures to protect its employees from physical assault or psychological harassment in the performance of their duties.

The board shall not be responsible for any damage to or loss of personal property brought to school and/or utilized in the performance of duties. It shall be the responsibility of the employee to ensure that proper insurance coverage is available to cover any such losses as may occur.

Legal References: N.J.S.A. 10:5-1 et seq. Law Against Discrimination
See particularly:
N.J.S.A. 10:5-3, -4.1, -12, -27
N.J.S.A. 18A:6-5 Inquiry as to religion and religious tests prohibited
N.J.S.A. 18A:6-6 No sex discrimination
N.J.S.A. 18A:17-46 Act of violence; report by school employee; notice of action taken; annual report
N.J.S.A. 18A:18A-17 Facilities for handicapped persons
N.J.S.A. 18A:18A-46 No action for damages
N.J.S.A. 18A:29-2 Equality of compensation for male and female teachers
N.J.S.A. 34:19-1 et seq. Conscientious Employee Protection Act
N.J.A.C. 6:4-1.1 et seq. Equality in Educational Programs
See particularly:
N.J.A.C. 6:4-1.3, -1.6

Executive Order 11246 as amended

29 U.S.C.A. 201 - Equal Pay Act of 1963 as amended

20 U.S.C.A. 1681 et seq. - Title IX of the Education Amendments of 1972

42 U.S.C.A. 2000e et seq. - Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunities Act of 1972

29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act of 1973

20 U.S.C.A. 1401 et seq. - Individuals with Disabilities Education Act

42 U.S.C.A. 12101 et seq. - Americans with Disabilities Act (ADA)

Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986)

School Board of Nassau County v. Arline, 480 U.S. 273 (1987)

Vinson v. Superior Court of Alameda County, 740 P.2d 404 (Cal. Sup. Ct. 1987)

Taxman v. Piscataway Bd. of Ed., 91 F. 3d 1547 (3d Cir. 1996)

Saxe v. State College Area School Dist., 240 F. 3d 200 (3d Cir. 2001)

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Manual for the Evaluation of Local School Districts (August 2000)

Cross References:

*2224

Nondiscrimination/affirmative action

3530

Insurance management

*4111

Recruitment, selection and hiring

*4112.8

Nepotism

*4147

Employee safety

*5131

Conduct/discipline

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Campus disturbances

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Drugs, alcohol, tobacco (substance abuse)

*5131.7

Weapons and dangerous instruments

*6121

Nondiscrimination/affirmative action

Key Words

Employee protection, Insurance

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