

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2001

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HOUSE BILL 1149
Committee Substitute Favorable 4/23/01
Senate Education/Higher Education Committee Substitute Adopted 5/16/01

Short Title: School Policies on Harassment of Emps.

(Public)

Sponsors:

Referred to:

April 12, 2001

A BILL TO BE ENTITLED

AN ACT AUTHORIZING LOCAL BOARDS OF EDUCATION TO ADOPT
POLICIES ADDRESSING THE SEXUAL HARASSMENT OF SCHOOL
EMPLOYEES, AND TO CLARIFY THE LAW PROHIBITING RETALIATION
AGAINST EMPLOYEES WHO REPORT SEXUAL HARASSMENT.

The General Assembly of North Carolina enacts:

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

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

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

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

(b) No employee of a local board of education or employee of a local board who
exercises supervisory authority shall be disciplined in any discharge, threaten, or
otherwise retaliate against another employee of the board regarding that employee's
compensation, terms, conditions, location, or privileges of employment because the
employee way solely for the reason that the employee has filed files a written complaint
alleging sexual harassment by students, other local board employees, or school board
members, unless the employee reporting the harassment knows knew or has reason to
believe should have known the report is was false."

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