



For more information please contact:

**Salt Point Center  
Douglas Damiani**  
*Principal*

845.486.8004 x5407  
douglas.damiani@dcboces.org

**Alternative High School  
John Jeffrey**  
*Principal*

845.486.4840 x3048 or x3024  
john.jeffrey@dcboces.org

**Special Education District-Based Classes  
Kenneth Louis Jeune**

*Coordinator*

845.486.4840 x3020  
kenneth.louisjeune@dcboces.org

**Career and Technical Education (CTI)**

**Mitchell Shron**

*Principal*

845.486.8001  
mitchell.shron@dcboces.org

**Norah Merritt**

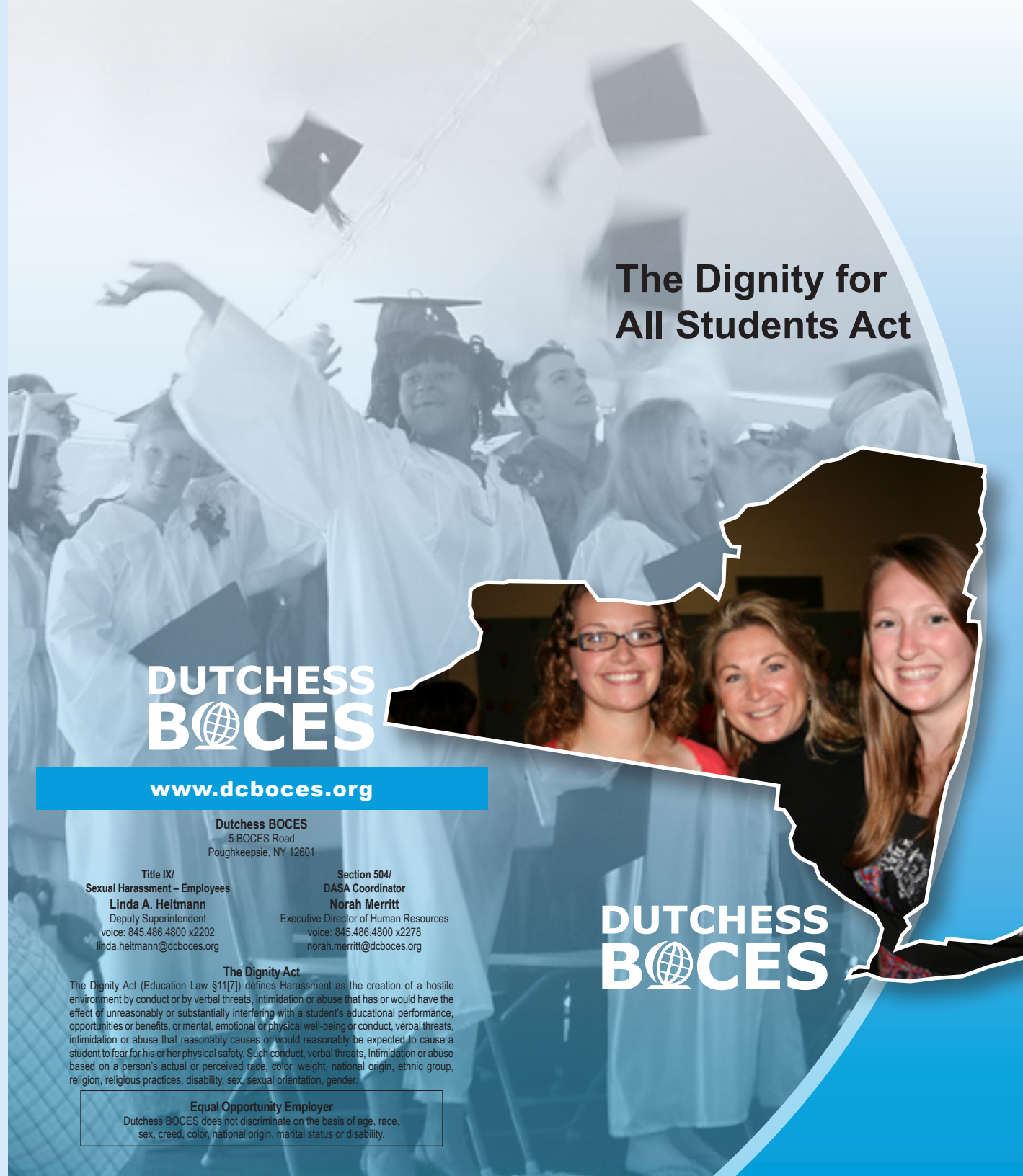
*Executive Director of Human Resources*

*Dutchess BOCES DASA Coordinator*

845.486.4800 x2278  
norah.merritt@dcboces.org

**Dutchess BOCES**

5 BOCES Road  
Poughkeepsie, NY 12601



## The Dignity for All Students Act

**DUTCHESS  
BOCES**

[www.dcboces.org](http://www.dcboces.org)

**Dutchess BOCES**  
5 BOCES Road  
Poughkeepsie, NY 12601

**Title IX/  
Sexual Harassment – Employees**

**Linda A. Heitmann**  
Deputy Superintendent  
voice: 845.486.4800 x2202  
linda.heitmann@dcboces.org

**Section 504/  
DASA Coordinator**

**Norah Merritt**  
Executive Director of Human Resources  
voice: 845.486.4800 x2278  
norah.merritt@dcboces.org

### The Dignity Act

The Dignity Act (Education Law §11(7)) defines Harassment as the creation of a hostile environment by conduct or by verbal threats, intimidation or abuse that has or would have the effect of unreasonably or substantially interfering with a student's educational performance, opportunities or benefits, or mental, emotional or physical well-being or conduct, verbal threats, intimidation or abuse that reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety. Such conduct, verbal threats, intimidation or abuse based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practices, disability, sex, sexual orientation, gender.

### Equal Opportunity Employer

Dutchess BOCES does not discriminate on the basis of age, race, sex, creed, color, national origin, marital status or disability.

**DUTCHESS  
BOCES**

# The Dignity for All Students Act

The Dignity for All Students Act defines harassment as the creation of a hostile environment by conduct or by verbal threats, intimidation or abuse that has or would have the effect of unreasonably or substantially interfering with a student's educational performance, opportunities or benefits, or mental, emotional or physical well-being or conduct, also verbal threats, intimidation or abuse that reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety. Such conduct, verbal threats, intimidation or abuse based on a person's actual or perceived: race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation, gender (which includes a person's actual or perceived sex as well as gender identity and expression.



Employees who witness harassment, bullying or discrimination have a mandatory reporting duty of alleged policy violations. No later than one (1) school day after witnessing or receiving a report of such conduct you must orally report it to the building principal, the superintendent or a designee. Within two (2) days you must follow this up with a written report. The principal, superintendent, or designee will lead an investigation through to its conclusion.

Remediation must be prompt and reasonably calculated to end the harassment, bullying or discrimination. Methods of remediation must prevent recurrence and insure the safety of targeted students. The methods selected must vary to fit the nature of the behavior, developmental age of students, and the history of problem behaviors.

Attention must also be provided to the instigator of the action to educate and change their behavior or responses.

Dutchess BOCES is required to provide all school employees, students and parents with a written or electronic copy of the school district's policies, in a plan-language summary, at least once each year.

