



For more information please contact:

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Leslie Ford

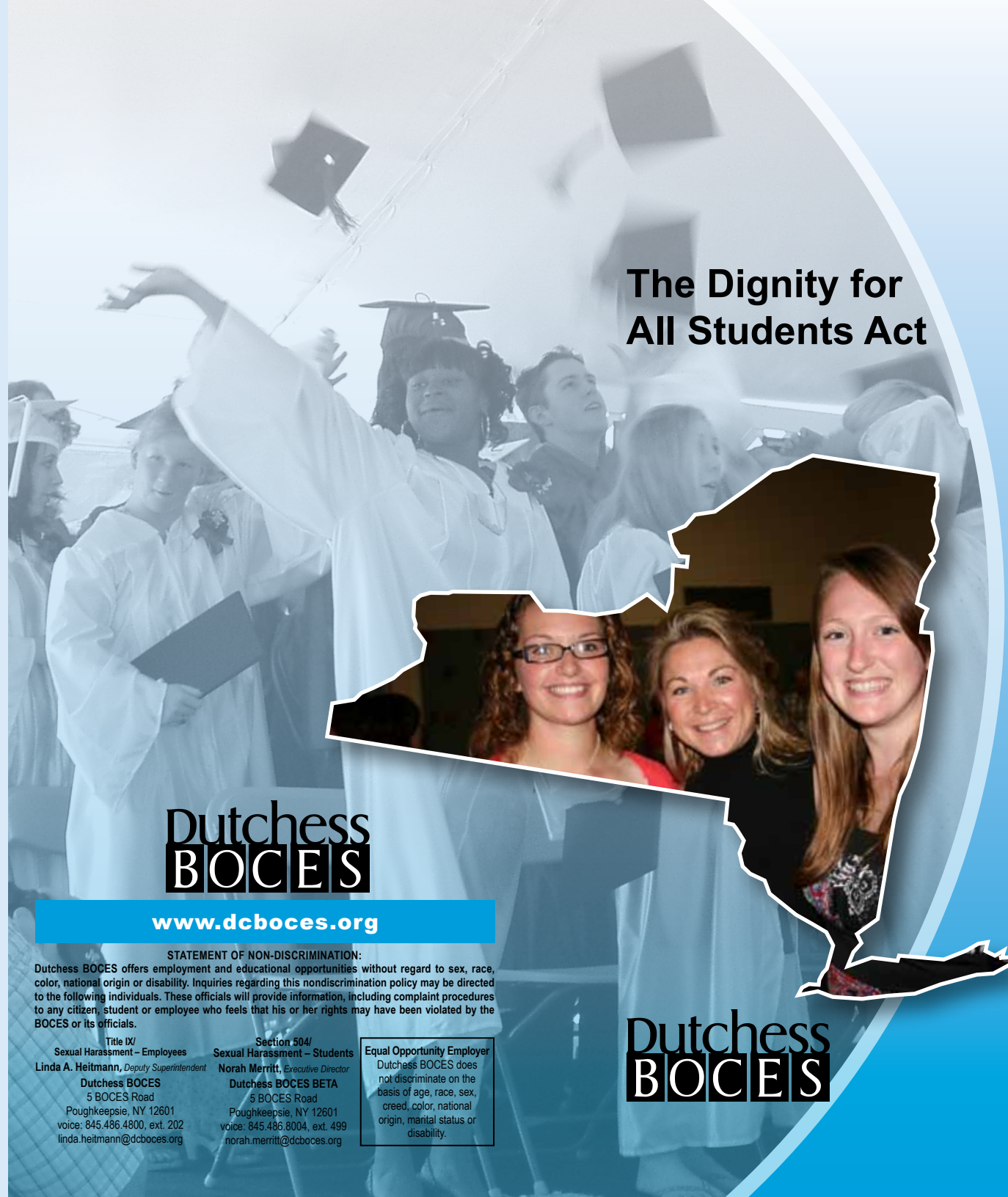
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Dutchess BOCES

5 BOCES Road, Poughkeepsie, New York
12601



The Dignity for All Students Act



**Dutchess
BOCES**

www.dcboces.org

STATEMENT OF NON-DISCRIMINATION:

Dutchess BOCES offers employment and educational opportunities without regard to sex, race, color, national origin or disability. Inquiries regarding this nondiscrimination policy may be directed to the following individuals. These officials will provide information, including complaint procedures to any citizen, student or employee who feels that his or her rights may have been violated by the BOCES or its officials.

**Title IX/
Sexual Harassment – Employees**
Linda A. Heitmann, Deputy Superintendent
Dutchess BOCES
5 BOCES Road
Poughkeepsie, NY 12601
voice: 845.486.4800, ext. 202
linda.heitmann@dcboces.org

**Section 504/
Sexual Harassment – Students**
Norah Merritt, Executive Director
Dutchess BOCES BETA
5 BOCES Road
Poughkeepsie, NY 12601
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norah.merritt@dcboces.org

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 students' 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 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 and investigation through to its conclusion.

Remediation must be prompt and reasonable 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.

