www.dcboces.org
Title IX/
Sexual Harassment – Employees
Linda A. Heitmann
Deputy Superintendent
voice: 845.486.4800 x202
linda.heitmann@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.

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 based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practices, disability, sex, sexual orientation, gender identity or expression.

The Dignity for All Students Act
For more information please contact:

Salt Point Center
Douglas Damiani
Principal
845.486.4840
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 x278
norah.merritt@dcboces.org

Dutchess BOCES
5 BOCES Road
Poughkeepsie, NY 12601

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The Dignity for All Students Act

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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.