

# BOCES NEWS TO USE

DUTCHESS BOCES Human Resources  
Norah Merritt, *Executive Director*

NOVEMBER 2021

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## Information on Title IX, Sexual Harassment

The BOCES shall not discriminate on the basis of age, sex, race, color, creed, religion, national origin, political affiliation, marital status, military/veteran status, disability, sexual orientation or pre-disposing genetic characteristic in the educational programs or activities which it operates, or against any employee or applicant seeking a position of employment. The BOCES will be in full compliance with all applicable rules and regulations pertaining to civil rights for students and employees (e.g., Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990).

New York state employers must provide employees with a written sexual harassment prevention policy against harassment that includes a "standard complaint form" that employees can, but are not required to, use. Please find both the BOCES Policies and forms.

[https://dcboces.org/sites/default/files/dcboces/Policy\\_5121\\_Sexual%20Harassment\\_of\\_BOCES\\_Personnel.pdf](https://dcboces.org/sites/default/files/dcboces/Policy_5121_Sexual%20Harassment_of_BOCES_Personnel.pdf)

[https://dcboces.org/sites/default/files/dcboces/Policy\\_1440\\_Non\\_Discrimination.pdf](https://dcboces.org/sites/default/files/dcboces/Policy_1440_Non_Discrimination.pdf)

[https://dcboces.org/sites/default/files/dcboces/Civil\\_Rights\\_Complaint\\_Form.pdf](https://dcboces.org/sites/default/files/dcboces/Civil_Rights_Complaint_Form.pdf)

[https://dcboces.org/sites/default/files/dcboces/Policy\\_5122\\_Grievance\\_Procedure\\_for\\_Title\\_IX.pdf](https://dcboces.org/sites/default/files/dcboces/Policy_5122_Grievance_Procedure_for_Title_IX.pdf)

## What's Ahead...

Employee Assistance Program  
Family Medical Leave Act

## Flexible Spending Open Enrollment

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NEW FOR 2022

**WageWorks will be transitioning to a new company name and electronic platform for the 2022 calendar year.**

- **HealthEquity** will be administering Dutchess BOCES' Medical and Dependent Care Flexible Spending Accounts for the 2022 calendar year.
- Wage works will continue to administer the plans for the remainder of 2021 and into the 3-month grace period.
- Enrollment in Flexible Spending does not carry over from year to year. You must fill out a new election form each November.
- Please send your completed Flexible Spending Enrollment forms to Renee Gremillot in the Administration Building by November 30, 2021.
- Unreimbursed Medical \$2750 Max/year, Dependent Care \$5000 Max/year.

*Updates will be made to our website.*

**Call or email with any questions –  
[renee.gremillot@dcboces.org](mailto:renee.gremillot@dcboces.org), 845-486-4800 x2271**



## MOVEMBER®

**November is Men's Health Awareness Month  
and  
No Shave November**



Consider donating the money you typically spend on shaving and grooming to help educate the public about men's health and cancer prevention.



*Have A  
Happy  
Thanksgiving*

**Volunteer.** Many food pantries and support agencies need extra help at this time of year. **Shop.** Take the time to shop online for the upcoming holidays. **Relax.** Read a good book, binge watch your favorite show, tune in to the football games, or go for a brisk walk.