

Determining if Prohibited Conduct is Sexual Harassment

Complaints of sexual harassment will be thoroughly investigated to determine



0110.1-R

External Remedies

In addition, complainants have the right to register sexual harassment complaints with the US Department of Education's Office for Civil Rights (OCR). The OCR can be contacted at (800) 421-3481, 400 Maryland Avenue SW, Washington, DC 20202-1100 or at

<http://www2.ed.gov/about/offices/nsu/ocr/docs/howto.htm>

The DHR can be contacted at (888) 392-6244, www.dhr.ny.gov/complaint, or at 1 Federal Plaza, Fourth Floor, Bronx, NY 10458.

Nothing in these regulations shall be construed to limit the right of the complainant to file a lawsuit in either state or federal court, or to contact law enforcement. Examples of the sexual harassment prohibited include touching, coerced physical contact, or coerced sexual acts or a crime.

Retaliation Prohibited

Any act of retaliation against any person who opposes or reports sexually harassing behavior, or who has filed a complaint in good faith, is prohibited and illegal, and therefore subject to disciplinary action. Likewise, retaliation against any person who has in good faith testified, assisted, or participated in any manner in an investigation, proceeding, or hearing of a sexual harassment complaint is prohibited. For purposes of this policy, retaliation includes, but is not limited to, verbal or physical abuse, spreading rumors, stalking, harassing phone calls, demotion, denial of privileges, any action that would keep a person from coming forward to make or support a sexual harassment claim, and any other form of harassment. Such actions are prohibited. Any person who retaliates against a complainant or a witness is subject to immediate discipline, including suspension or termination.

Discipline/Penalties

Individuals who engage in the sexual harassment prohibited by these regulations will be subject to appropriate disciplinary measures available to schools, including, but not limited to, the following:

Students: Discipline may range from a reprimand up to and including suspension from school, to be imposed consistent with the student conduct and discipline policy and applicable law.

Employees: Discipline may range from a warning up to and including

