First Reading

Policy 1800  Equal Opportunity
Policy 3420  Anti-Harassment in the School District
Policy 6170  Sexual Harassment
Policy 6180  Sexual Misconduct
SUBJECT: Equal Opportunity

The Williamson Central School does not discriminate regarding age, sex, creed, race, color, sexual orientation, natural origin, political affiliation, marital status, veteran or military status, genetic information, or handicapping conditions. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation. The District is in compliance with Title IX and Human Rights Legislation. This policy on non-discrimination includes the following areas: recruitment and appointment of employees, employment pay and benefits; counseling services for students; access of students to educational programs, course offerings, and student activities.

Anyone who believes that he/she was discriminated or retaliated against shall report all incidents of such conduct to the District’s designated complaint officer or the Title IX Coordinator using the procedures set forth in the “Investigation of Complaints of Discrimination, Harassment, Retaliation, Sexual Harassment/Assault, and Sexual Misconduct” regulation [3420R/6170R]. Students who experience sexual harassment and/or discrimination should follow the complaint procedures contained in the District’s Dignity for All Students Act Policy (Policy No. 7492) and Regulation (Regulation No. 7492R).

The District official responsible for the coordination of activities relating to compliance with Title IX is the District Clerk. This official will provide information including complaint procedures to any student or employee who feels that his/her rights under Title IX may have been violated by the District or its officials.

Civil Rights Act of 1964, as amended in 1972, Title VI, Title VII – Prohibits discrimination on the basis of race, color and national origin.

Education Amendments of 1972, Title IX (P.L. 92-318)

Section 504 of the Rehabilitation Act of 1973 – Prohibits discrimination on the basis of handicap.

45 CFR, Part 90 (Federal Register, June 4, 1975, August 11, 1975) – Prohibits discrimination regarding age.
SUBJECT: Equal Opportunity (Continued)

Adopted: Board of Education 1987

Approved: Board of Education
May 11, 2005

Approved: Board of Education
January 14, 2009

Approved: Board of Education
October 27, 2010

Approved: Board of Education
January 30, 2013
SUBJECT: Anti-Harassment in the School District

The Board of Education affirms its commitment to nondiscrimination and recognizes its responsibility to provide an environment that is free of harassment and intimidation. Harassment is a violation of law and stands in direct opposition to District policy. Therefore, the Board prohibits and condemns all forms of harassment on the basis of race, color, creed, religion, national origin, political affiliation, sex, sexual orientation, age, marital or veteran status, or disability by employees, school volunteers, students, and non-employees such as contractors and vendors as well as any third parties who are participating in, observing, or otherwise engaging in activities subject to the supervision and control of the District. Sexual orientation is defined as heterosexuality, homosexuality, bisexuality, or asexuality, whether actual or perceived.

It is intended that this policy apply to the dealings between or among all community members (i.e., employees with employees; employees with students; students with students; employees/students with vendors/contractors and others who do business with the School District, as well as school volunteers, visitors, guests and other third parties). All of these persons are hereinafter referred to collectively as the “named group.”

For purposes of this policy, harassment shall mean communication (verbal, written or graphic) and/or physical conduct based on an individual’s actual or perceived race, color, creed, religion, national origin, political affiliation, sex, sexual orientation, age, marital or veteran status, or disability that:

a) Has the purpose or effect of substantially or unreasonably interfering with an individual’s work performance or is used as a basis for employment decisions (including terms and conditions of employment) affecting such individual; and/or creates an intimidating, hostile or offensive work environment;

b) Has the purpose or effect of substantially or unreasonably interfering with a student’s academic performance or participation in an educational or extracurricular activity, or creates an intimidating, hostile or offensive learning environment; and/or effectively bars the student’s access to an educational opportunity or benefit;

c) Otherwise adversely affects the employment and/or educational opportunities and benefits provided by the District.
SUBJECT: Anti-Harassment in the School District (Continued)

The Board acknowledges that in determining whether harassment has occurred, the perspective of the victim as well as the offender’s conduct and/or intention should be evaluated.

Anyone who believes that he/she has been subjected to harassment shall report all incidents of such conduct to the District’s designated complaint officer or the Title IX Coordinator using the procedures set forth in the “Investigation of Complaints of Discrimination, Harassment, Retaliation, Sexual Harassment/Assault, and Sexual Misconduct” regulation [3420R/6170R]. Students who experience sexual harassment and/or discrimination should follow the complaint procedures contained in the District’s Dignity for All Students Act Policy (Policy No. 7492) and Regulation (Regulation No. 7492R).

The Superintendent/designee(s) shall affirmatively discuss the topic of harassment with all employees, express the District’s condemnation of such conduct and explain the sanctions for harassment. A copy of this policy and its accompanying regulations shall be distributed annually to all employees, placed in new employee hire information and available upon request to all employees.


Title VI of the Civil Rights Act of 1964, 42 United States Code (U.S.C.) Section 2000-e et seq. Prohibits discrimination of the basis of race, color or national origin.


New York State Civil Rights Law Section 40. Prohibits discrimination on the basis of race, creed, color, national origin, sex, sexual orientation, marital status, or disability.
SUBJECT:  Anti-Harassment in the School District (Continued)

New York State Executive Law Section 290 et seq. Prohibits discrimination on the basis of age, race, creed, color, national origin, sex, sexual orientation, disability or marital status.


Military Law Sections 242 and 243.

Approved: Board of Education
April 23, 2003

Approved: Board of Education
May 24, 2006

Approved: Board of Education
August 12, 2009

Approved: Board of Education
January 13, 2010

Approved: Board of Education
January 8, 2014
SUBJECT: Sexual Harassment

The Board of Education affirms its commitment to non-discrimination and recognizes its responsibility to provide for all District Employees an environment that is free of sexual harassment and intimidation. Sexual harassment is a violation of law and stands in direct opposition to District policy. Sexual harassment undermines the employment relationship as well as employee morale, and the Board of Education will not tolerate its presence in the District. Employees of the District who are found to have engaged in sexual harassment should expect serious disciplinary action, including removal.

The Board prohibits all forms of sexual harassment including:

1. **Quid Pro Quo** which is Latin for “something for something,” means trading personnel decisions for personal gain. This type of sexual harassment arises when a person in authority tries to trade job benefits for sexual favors. It is the use of power and authority to alter an employee’s job conditions or withhold an economic benefit because the employee refuses to submit to the sexual demands.

2. **Hostile Environment** covers a broad range of behaviors and situations and is a second type of sexual harassment. It is most often defined as a pattern of continuing unwelcome behavior of a sexual nature that is intended to, or does unreasonably interfere with an employee’s work performance or that creates an intimidating, hostile, or offensive work environment.

3. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

The Board acknowledges that in determining whether sexual harassment has occurred, the perspective of the victim as well as the offender’s conduct and/or intention should be evaluated.

Any employee who believes that he/she has been subjected to sexual harassment shall report all incidents of such conduct to the District’s designated complaint officer or the Title IX Coordinator using the procedures set forth in the “Investigation of Complaints of Discrimination, Harassment, Retaliation, Sexual Harassment/Assault, and Sexual Misconduct” regulation [3420R/6170R]. Students who experience sexual harassment and/or discrimination should follow the complaint procedures contained in the District’s Dignity for All Students Act Policy (Policy No. 7492) and Regulation (Regulation No. 7492R).
SUBJECT: Sexual Harassment (Continued)

Upon request of an informal/formal complaint, the District will conduct a thorough investigation of the charges in accordance with its “Investigation of Complaints of Discrimination, Harassment, Retaliation, Sexual Harassment/Assault, and Sexual Misconduct” regulation [3420R/6170R]. However, if the District has knowledge of or has reason to know of any alleged sexual harassment, the District is obligated, even in the absence of a complaint, to investigate such conduct promptly and thoroughly.

The Superintendent/designee(s) shall affirmatively discuss the topic of sexual harassment with all employees, express the District’s condemnation of such conduct and explain the sanctions for harassment. A copy of this policy and its accompanying regulations shall be distributed annually to all employees, placed in new employee hire information and be available upon request to all employees.

Civil Rights Act of 1964, Title VII
Education Amendment of 1972, Title IX

Approved: Board of Education
February 26, 2003

Approved: Board of Education
June 13, 2007

Approved: Board of Education
April 27, 2011
SUBJECT: Sexual Misconduct

The Board of Education requires that the relationship between employees, volunteers and students to be based upon mutual respect and professionalism. All employees and volunteers are expected to exercise good judgment and maintain professional boundaries when interacting with students, in all curricular and extracurricular activities, both on and off school property.

Any behavior of a sexual nature, which may constitute professional misconduct and is a violation of criminal or civil statutes, professional codes of ethics, or Board policy is strictly prohibited. Such behavior includes, but is not limited to, the following:

- Any conduct that would amount to sexual harassment, discrimination, or retaliation under Title IX of the Education Amendments of 1972.
- Any conduct that would constitute sexual abuse of a minor under the New York State Penal Law (e.g., rape, forcible touching, sexual intercourse, aggravated sexual conduct, etc.).
- Any sexual relationship by an employee or volunteer with (1) any K-12 student in the District, regardless of the student’s age, or (2) a former student under age 18.
- Any activity directed toward establishing a sexual relationship such as dating, sending intimate letters; and/or engaging in sexualized dialogue whether in person, by phone, via the Internet, or in writing.

Any individual who is a victim of, or who is aware of, any sexual misconduct by an administrator, employee, student, or volunteer of the District shall report such action to the designated complaint officer or the Title IX Coordinator using the procedures set forth in the “Investigation of Complaints of Discrimination, Harassment, Retaliation, Sexual Harassment/Assault, and Sexual Misconduct” regulation [3420R/6170R]. Students who experience sexual harassment and/or discrimination should follow the complaint procedures contained in the District’s Dignity for All Students Act Policy (Policy No. 7492) and Regulation (Regulation 7492R).

Approved: Board of Education
November 16, 2005

Approved: Board of Education
June 13, 2007

Approved: Board of Education
April 27, 2011