

DISCRIMINATION AND HARASSMENT

It shall be the policy of the Bethlehem Central School District to provide and maintain a learning and work environment which promotes respect, dignity, diversity and equality for all and which is free from unlawful forms of discrimination based on sex, race, color, religion, national origin, age, disability, sexual orientation, marital status and any other class protected by law. Harassment based on these characteristics is not only a form of unlawful discrimination, but is also a form of misconduct which will not be tolerated in the Bethlehem learning and work environment.

In order to provide for the effective implementation and enforcement of this policy, the Bethlehem administration shall develop, subject to Board approval, appropriate regulations and procedures to accompany this policy. All management and supervisory staff shall be trained in all facets of this policy and the attendant regulations and procedures. Students and non-supervisory staff shall participate in appropriate opportunities designed to promote awareness and understanding of this policy, as well as their rights and responsibilities.

All allegations of discriminatory harassment and/or retaliation shall be investigated thoroughly, in accordance with required procedures, and if substantiated, will be met with appropriate corrective and/or disciplinary action commensurate with the seriousness of the offense(s), and in accordance with the parameters of State law, educational requirements and/or applicable collective bargaining agreements.

References: Title VII of the Civil Rights Act (1964), 42 USC 2000-e
34 Code of Federal Regulations, Section 100 et. Seq.

Adopted: September 20, 2006