



















0110.2-R

No later than 30 days following receipt of the complaint, the Superintendent shall provide the target and alleged harasser, in writing, of the outcome of the investigation. If additional time is needed to complete the investigation, the Superintendent of Board-appointed investigator shall provide all parties with a written status report within 30 days following receipt of the complaint.

The target shall be notified of the outcome of the investigation, including any disciplinary action, at the time of the hearing. The target shall be notified of the outcome of the investigation, including any disciplinary action, at the time of the hearing.

**External Remedies**

Employees have the right to register a harassment complaint with the U.S. Department of Education's Office for Civil Rights (OCR), the federal Equal Employment Opportunity Commission (EEOC) and the New York State Division of Human Rights (DHR). The OCR can be contacted at (800) 421-3491, 400 Maryland Avenue SW, Washington, DC 20202-1106, or at <https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>. The EEOC can be contacted at (800) 726-7368, 1705 N. Zeeb Road, Alexandria, VA 22304, or at (800) 726-7368. The DHR can be contacted at (800) 392-3644, [www.dhr.ny.gov/complaint](http://www.dhr.ny.gov/complaint), or at 1 Fordham Plaza, 6th Floor, Bronx, NY 10458.

Nothing in these regulations limits the right of the complainant to file a lawsuit in either state or federal court or to contact law enforcement officials if the sexual harassment involves unwanted physical contact, sexual acts, or other acts of coercion.

**Nondisclosure agreements**

The district may include nondisclosure provisions in any settlement agreement or resolution only if it is the complainant's preference. Any such nondisclosure agreement will be provided in writing to all parties in plain language and the complainant shall have twenty-one days to consider any such nondisclosure provision before it is signed by all parties. Nondisclosure agreements only become effective after the complainant has signed the agreement.

**Retaliation Prohibited**

Any act of retaliation against a person who opposes sexually harassing behavior, or who has filed a complaint in good faith, is prohibited 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



