

**WALLKILL CENTRAL SCHOOL DISTRICT  
NOTICE AND SUMMARY OF SEXUAL HARASSMENT PROCEDURE**

1. **Definition:** Any unwelcome conduct of a sexual nature by a person of the opposite sex or same sex, another student, District employee or third party, such as volunteers, vendors, contractors or visitors, which rises to the level of sexual harassment as defined in the District's policies.
  - a. Sexual harassment includes but is not limited to:
    - i. making sexual comments, jokes, gestures or looks;
    - ii. touching, grabbing or pinching in a sexual way;
    - iii. intentionally brushing up against someone;
    - iv. flashing or mooning;
    - v. spreading sexual rumors about a person;
    - vi. pulling at someone's clothing in a sexual way;
    - vii. showing, giving or leaving sexual pictures, photographs, illustrations, messages or notes;
    - viii. forcing someone to kiss you or do something sexual other than kissing;
    - ix. spying on someone while dressing or showering;
    - x. calling someone a "fag" or a "lesbian" or "gay";
    - xi. any written, verbal, symbolic or vulgar act directed at or implied toward any person's gender (identity, expression and nonconformity to gender stereotypes) and/or sexual orientation
2. If you believe you have been subjected to and/or witnessed any of the above conduct, the District requests that you make a report (either oral or in writing) which should be given to a teacher, counselor, assistant principal, the principal or the District Compliance Officer.
3. Your right to privacy will be respected as much as possible.
4. We take seriously all reports of sexual harassment and will take all appropriate actions based on your report. If you believe that you or another individual has been the subject of sexual harassment, you may contact Brian Devincenzi, District Compliance Officer, at 895-7102 for a copy of the Grievance Procedure and for assistance in processing such a grievance.
5. The School District will also take action if anyone tries to retaliate against you because you have reported an incident.
6. This is a summary of the School District procedure against sexual harassment. Complete policies and procedures are available in the District Office upon request.