

The Valley Central School District recognizes that harassment based upon disability is illegal and unacceptable. Such harassment occurs when there exists intimidation or abusive behavior towards staff or students based upon a disability that creates a hostile environment by interfering with or denying an individual's participation in the receipt of benefits, services, or opportunities within the school district's programs. Harassing conduct may take many forms, including verbal acts and name-calling, as well as nonverbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful, or humiliating.

Staff and students are reminded that disability harassment is unacceptable, violates federal law, and can result in disciplinary action. Parents, students, employees, and community members are encouraged to report instances of disability harassment under the district's existing grievance procedures for discrimination based upon disability.

Ref: 29 USC §§794 et seq. (Rehabilitation Act of 1973, Section 504)
42 USC §§12101 et seq. (Americans with Disabilities Act of 1990)
Education Law §§4401 et seq. (Article 89)
Executive Law §§290 et seq. (Human Rights Law)

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