

Broome-Tioga BOCES does not discriminate - in employment, admission, or in the education programs and activities it operates - on the basis of race, color, national origin, religion, marital status, military status, sex, age, weight, sexual orientation, gender identity, ethnic group, religious practice, disability or predisposing genetic characteristic in violation of Title IX of the Education Amendments of 1972, Title VI and VII of the Civil Rights Act of 1964, 42 U.S. C. 12111 et. Seq. known as the Americans with Disabilities Act or section 504 of the Rehabilitation Act of 1973, New York Human Rights Law, and the Boy Scouts of America Equal Access Act of 2001.

Anyone who believes BOCES or its staff has failed to apply or has inadequately applied the principles or regulations of (1) Title VII of the Civil Rights Act of 1964, (2) Title IX of the Education Amendment Act of 1972, (3) Section 504 of the Rehabilitation Act of 1973, (4) the Sexual Orientation Non-Discrimination Act of 2002, or any other relevant statute or regulation, may bring forward a complaint, called a grievance, to the district's compliance officer, Human Resources Personnel Assistant Michael Dellacorino by contacting him at (607) 766-3823, or [mdellaco@btboces.org](mailto:mdellaco@btboces.org) or mailing to:

Broome-Tioga BOCES  
Michael Dellacorino, Human Resources Personnel Assistant/District Compliance Officer  
435 Glenwood Road  
Binghamton N.Y. 13905  
[mdellaco@btboces.org](mailto:mdellaco@btboces.org)

One can also file a grievance with the Office of Civil Rights:

Office for Civil Rights,  
New York Office  
U. S. Department of Education  
32 Old Slip, 26th Floor  
New York, NY 10005-2500  
Telephone: (646) 428-3800  
Facsimile: (646) 428-3843  
Email: [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov)