
EQUAL EDUCATIONAL OPPORTUNITY

The district shall provide an equal opportunity for all enrolled children to achieve their maximum potential through the programs offered in these schools regardless of race, creed, color, national origin, ancestry, age, sex affectional or sexual orientation, marital status, liability for service in the Armed Forces of the United States, nationality, place of residence within the district, social or economic condition or nonapplicable handicap. Enforcement of other district affirmative action policies (2224, 4111.1, 4211.1 and 6121) contribute to this legally required equality of educational opportunity.

Staff members are expected to maintain a professional relationship with pupils at all times and to develop wholesome and constructive relationships with pupils. Staff members shall be expected to regard each pupil as an individual and to accord each the rights and respect that is their due.

Staff members shall strive to provide a learning environment that promotes fulfillment of each pupil's potential in regard to his/her program, consistent with district goals and with optimum opportunities for pupils. This goal may be reached by adapting instruction to individual needs, by:

- A. Insisting on reasonable standards of scholastic accomplishment for all pupils;
- B. Creating a positive atmosphere in and out of the classroom;
- C. Extending the same courtesy and respect that is expected of pupils;
- D. Treating all pupils with consistent fairness.

The board of education guarantees to all pupils equal access to all academic programs within the learning environment.

The district's affirmative action program is part of each academic program regarding all pupils. No pupil or staff member shall commit an act of harassment/discrimination against any member of the school community on any of the grounds prohibited by law.

Sexual Harassment

Particularly, the board of education shall maintain an academic environment that is free from sexual harassment.

The administration will inform all pupils that sexual harassment is prohibited in the educational setting. Specifically no person employed by the district or by a vendor, or acting in a voluntary capacity, shall threaten or insinuate, either directly or indirectly, that a pupil's refusal to submit to sexual advances will adversely affect the pupil's standing in the

school setting. Pupils are forbidden to harass other pupils or staff members or vendors or volunteers through conduct or communications of sexual nature within the school setting.

Any member of the student body may file a formal grievance related to sexual harassment. The board of education and district's affirmative action officer will receive all complaints and initiate a thorough investigation and will protect the rights of both the pupil making the complaint and the alleged harasser. Filing of a grievance or otherwise reporting sexual harassment will not reflect upon the individual's status nor affect future grades or class assignments.

Findings of discrimination in the form of sexual harassment will result in appropriate disciplinary action.

Procedures shall be made available for pupils and/or parents/guardians to file a grievance protesting alleged discriminatory or sexually (or other harassing action). An immediate report of the allegation should be made to the affirmative action officer or chief school administrator.

Legal References:

<u>N.J.S.A.</u> 10:5	Law Against Discrimination
<u>N.J.S.A.</u> 18A:36-20	Discrimination; prohibition
<u>N.J.S.A.</u> 18A:38-5.1	No child to be excluded from school because of race, etc.
<u>N.J.A.C.</u> 6:4-1.3	Policy development
<u>N.J.A.C.</u> 6:8-4.3	Quality assurance
<u>N.J.A.C.</u> 6:8-4.10	State and Federally mandated programs and services

Title IX of the Education Amendments of 1972, 20 U.S.C.A. 1681

Section 504 of the Rehabilitation Act of 1973, 20 U.S.C.A. 794 et seq.

Individuals with Disabilities Education Act (formerly Education for All Handicapped Children Act)--Part B, 20 U.S.C.A. 1400 et seq.

Americans with Disabilities Act (ADA), U.S.C., 12101 et seq.

Hawkins-Stafford Elementary and Secondary School Improvement Amendments of 1988 (P.L. 100-297)

Manual for the Evaluation of Local School Districts (June 1993)

Policy Adopted: June 28, 1994