

---

## NONDISCRIMINATION/AFFIRMATIVE ACTION

No pupil enrolled in the district schools shall be excluded from participation in, denied the benefits of, or be subjected to discrimination in any educational program or activity of this district on the basis of race, color, creed, religion, sex, affectional or sexual orientation, national origin, social or economic condition, or disability. The affirmative action officer shall be responsible for planning, implementing and monitoring the district's affirmative action program with respect to school and classroom practices.

Reporting to the chief school administrator, the affirmative action officer shall review the following areas for compliance with state department of education regulations and make suggestions and/or recommendations when necessary.

### A. Curriculum content

He/she shall examine the following areas to ensure that curricula eliminate discrimination and promote understanding and mutual respect among students, regardless of race, color, creed, religion, gender, ancestry, national origin, socioeconomic status or disability:

1. School climate
2. Courses of study
3. Instructional materials
4. Instructional strategies
5. Library materials
6. Software and audio-visual materials
7. Guidance and counseling
8. Extracurricular programs and activities
9. Testing and other assessments

He/she shall monitor the curriculum to ensure inclusion of instruction on African-American history in the teaching of United States history and inclusion of instruction on the Holocaust and genocide in the curriculum for all pupils.

### B. Staff training

He/she shall suggest a program of inservice training for school personnel designed to identify and solve problems of bias in all aspects of the school program. An affirmative action/equity inservice program shall be held for teaching staff annually; for each support staff member at least once every three

years; and for parents and community members as needed to facilitate participation and support.

C. Pupil access

He/she shall review all school facilities, courses, programs, activities and services to ensure that all pupils are provided equal and bias-free access in accordance with the policy statement above.

D. District support

He/she shall ensure that like aspects of the school program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters and that all grades within the district are comparable in those areas.

The chief school administrator will report to the board annually on continuing compliance.

Legal References:

<u>N.J.S.A. 10:5-1 et seq.</u>	Law Against Discrimination
<u>N.J.S.A. 18A:4A-1 et seq.</u>	New Jersey Commission on Holocaust Education
<u>N.J.S.A. 18A:18A-17</u>	Facilities for handicapped persons
<u>N.J.S.A. 18A:35-1</u>	Course in history of the United States in high school
<u>N.J.S.A. 18A:36-20</u>	Discrimination; prohibition
<u>N.J.A.C. 6:4-1.1 et seq.</u>	Equality in educational programs
<u>See particularly:</u>	
<u>N.J.A.C. 6:4-1.3, -1.5</u>	
<u>N.J.A.C. 6:8-4.3</u>	Quality assurance
<u>N.J.A.C. 6:8-4.10</u>	State and Federally mandated programs and services

20 U.S.C.A. 1681 - Title IX of the Education Amendments of 1972  
 29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act, of 1973  
 20 U.S.C.A. 1401 et seq. - Education of the Handicapped Act  
 42 U.S.C.A. 12101 et seq. - Americans with Disabilities Act (ADA)  
Gebser v. Lago Vista Indep. School Dist. 524 U.S. 274 (1998)  
David v. Monroe County Bd. of Ed. 526 U.S. 629 (1999)  
Manual for the Evaluation of Local School Districts (August 2000)

Multi-year Equity Plan for the Academic Years 2000-2001 through 2002-2003, New Jersey State Department of Education Division of Student Services Office of Bilingual Education and Equity Issues

Policy Adopted: March 18, 1996

Policy Revised: September 13, 2004