

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, ancestry, national origin, place of residence in the district, social or economic condition, or nonapplicable handicap. The affirmative action officer shall be responsible for planning, implementing and monitoring an affirmative action program with respect to school and classroom practices.

The affirmative action officer shall review the following areas for compliance with State Department of Education regulations and make suggestions and/or recommendations to the Board of Education when necessary:

1. Curriculum content

He/she shall review current and proposed curriculum guides and textbooks to detect any bias based upon race, sex, religion, national origin, ancestry, or culture. He/she shall ascertain that supplemental materials, singly or taken as a whole, fairly depict the contribution of both sexes and the various races, ethnic groups, and the like towards the development of human society.

2. Staff training

He/she shall suggest a program of in-service training for school personnel designed to identify and solve problems of racial, sexual, religious, national, or cultural bias in all aspects of the school program.

3. Pupil access

He/she shall review all programs, activities, and practices to ensure that all pupils have equal access thereto and are not segregated on the basis of race, color, creed, sex, or national origin in any duty, work, play, classroom, or school practice except as may be permitted under state regulations. Particular attention should be paid to access for the handicapped.

4. 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 schools within the district are comparable.

5. Pupil evaluation

He/she shall ensure that tests, procedures, or guidance and counseling materials, which are designed to evaluate pupil progress, or analyze personality, or in any manner establish or tend to establish a category by which a pupil may be judged, are not differentiated or stereotyped on the basis of race, color, creed, sex, national origin, or handicap.

The Superintendent of Schools will implement the district affirmative action plan and provide for continuing compliance.

No student is denied access to or benefit from any program or course of study solely on the basis of race, color, creed, religion, sex, ancestry, national origin, social or economic status, or handicap.

GRIEVANCE PROCEDURE

The school district's existing grievance procedure shall be utilized to hear any complaints or charge of discrimination. The affirmative action officer will serve as a member of the grievance committee when such charges are heard.

Students may submit a complaint to the building principal. If a solution is not forthcoming, the affirmative action officer will be notified. If necessary, the complaint will be brought before the Superintendent of Schools. If the matter is not then resolved, it may be brought for to the Board of Education.

Employees or parents may notify the building principal of any complaint. If a meeting between these parties does not bring a satisfactory resolution, the complaint may be brought to the attention of the affirmative action officer. The issue may be brought to the Superintendent of Schools and, as a final step, to the Board of Education.

Any individual or group with a charge of discrimination may also write to the New Jersey State Department of Education, Office of Equal Opportunity, Trenton, New Jersey 08625, or for employment complaints, to the New Jersey Division of Civil Rights, 1100 Raymond Boulevard, Newark, New Jersey 07102.

Affirmative action complains may be processed according to the following grievance procedure.

The district affirmative officer for the 2015-2016 school year is the Principal of Roosevelt School, Mr. Michael Alberque.