

APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

Directions: Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non compliant MUST be addressed on the Comprehensive Equity Plan forms.

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard A. Adopt or re-adopt written equality and equity policies, requiring the following:			
1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: a) Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 1523 – Comprehensive Equity Plan ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Policy 5755 – Equity in Educational Programs and Services 	
b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 1523 – Comprehensive Equity Plan ● Policy & Regulation 5750 – Equal Educational Opportunity ● Policy 5755 – Equity in Educational Programs and Services 	
c) Provide equitable treatment for pregnant and married students.	YES	<ul style="list-style-type: none"> ● Policy 2416 – Programs for Pregnant Students ● Policy 5752 – Marital Status and Pregnancy 	

<p>d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 1523 – Comprehensive Equity Plan ● Policy & Regulation 5512 – Harassment, Intimidation, and Bullying ● Policy & Regulation 5751 – Sexual Harassment ● Elementary and High School discipline codes 		
	<p>2) Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 1523– Comprehensive Equity Plan ● Policy 1550 – Affirmative Action Program for Employment and Contract Practices ● Employment applications 	
	<p>3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project’s Title IX Coordinator.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Bonnie Smeltzer appointed as Affirmative Action Officer at the 5/9/18 BOE Meeting ● Kelly Reising approved as Section 504 Coordinator at the 8/22/18 BOE Meeting ● Anthony Carbone appointed as Affirmative Action Officer at the 5/9/18 BOE Meeting 	
	<p>4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Resources available of the Audubon School District staff website/main board ● District In Service: 9/5/18 ● Leadership Team meeting 8/13/18 ● Mandated training videos Assigned to all staff and administrators for the 2018-2019 school year to be completed by 12/31/2018 	
	<p>B. Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Affirmative Action Team/Stakeholders: Anthony Carbone, Dawn Bentley, Noelle Bisinger, Mike Stubbs, Shamus Burke, Kelly Reising, Tricia Martel, Sue Jenkinson, Cara 	

Statement of Assurance of its implementation and progress.		Novick <ul style="list-style-type: none"> ● Needs Assessment developed on February 16, 2016. ● Current CEP approved at the 8/22/18 BOE meeting 	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 2415.01 – Academic Standards, Academic Assessments, and Accountability ● Policy & Regulation 2423 – Bilingual and ESL Education ● Policy 2610 – Educational Program Evaluation ● Policy 2622 – Student Assessment ● PARCC Test Score Presentation to BOE: 10/1718 ● Records and Data in Curriculum and CST Offices 	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 1523 – Comprehensive Equity Plan ● Current CEP: Board Minutes 8/22/18 	

	1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● HIB Policy, Regulation and District Grade available on the district website ● Presentation by District Anti-Bullying Coordinator, Frank Corley: 9/5/18 ● Presentation by District Affirmative Action Officer, Bonnie Smeltzer: 9/5/18 ● Monthly HIB reports to the BOE ● Notices in all District Offices and on web site 	
	2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the equity responsibilities.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Affirmative Action manual ● Affirmative Action Officer Certificate Program attendance BOE approved 9/13/17. Completed by Bonnie Smeltzer 10/10/17, 3/3/18, 8/23/18 	
	3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Links available on District Website ● Website 	
	4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency,	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 	

	housing status, socio-economic status or disability.		<ul style="list-style-type: none"> ● Policy & Regulation 5750 – Equal Educational Opportunity ● Discipline referrals ● Affirmative Action forms ● Affirmative Action reports 	
	5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 2415.01 – Academic Standards, Academic Assessments, and Accountability ● Annual Testing Report 	
	6) Authorize the AAO to conduct yearly equity training for all staff.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Training brochure 	
	E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	N/A		

II. STAFF DEVELOPMENT AND TRAINING N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to:	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Resources available on the Audubon School District website. ● Title I parent meetings ● PARCC Test Score Presentation to the district staff: 10/17/18 ● PARCC Test Score Presentation to BOE: 10/17/18 	
1) Certificated (administrative and professional) staff.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy & Regulation 3240 – Professional Development for Teachers and School Leaders 	
2) Non-certificated (non-professional) staff.	YES	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 4240 – Employee Training 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>1) Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the State’s Core Curriculum Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2200 – Curriculum Content ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 2415.01 – Academic Standards, Academic Assessments, and Accountability ● Policy 5755 – Equity in Educational Programs and Services ● Curriculum as posted on the district website ● Curriculum revision ● Cycle/Instructional Council 	
<p>a) School climate and culture, safe and positive learning environment</p>	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity 	

		<ul style="list-style-type: none"> ● STARS ● SGA ● Student Planner/Discipline Policy 	
b) Courses of study, including physical education	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Curriculum revision ● Cycle/Instructional Council 	
c) Library materials/instructional materials and strategies	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Review text selection process 	
d) Technology/software and audiovisual materials	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● All purchases reviewed and approved 	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 2411 – Guidance Counseling ● Policy & Regulation 5512 – Harassment, Intimidation, and Bullying ● Policy & Regulation 5750 – Equal Educational Opportunity ● Update handbook/faculty manual with new policies as implemented 	

f) Extra-curricular programs and activities	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Coaching meetings—local, conference, state 	
g) Tests and other assessments	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Test reports 	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Policy 5755 – Equity in Educational Programs and Services ● Open course selection/advertisement 	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Infused across the curriculum ● Curriculum revision process 	
3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● “Race and Ethnicity” unit in Sociology ● US History II ● World History ● “Amistad” taught in US History I 	

<p>4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Included in High School Social Studies and English Curriculum ● “Genocide” elective 	
<p>B. Equality and Equity in Student Access N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Policy 5755 – Equity in Educational Programs and Services ● S.T.A.R.S Club: Students and Teachers Against Racism and Stereotypes ● GSA Club: Gay-Straight Alliance ● Transgender training for administrative staff: 2/2016, 4/28/2016 ● Transgender training for all staff: 4/28/2016 	
<p>1) Ensure equal and barrier-free access to</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and 	

all school and classroom facilities.		<p>Services</p> <ul style="list-style-type: none"> ● Bond Referendum passed in January 2005 addressed all handicap issues 	
<p>2) Attain minority representation of students within each school, including racial and ethnic balance that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	YES	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Student of the Month Program ● Demographic Information 	
<p>3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	YES	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● No new facilities are planned for the district 	
<p>4) Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.</p>	YES	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Class lists 	
<p>a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.</p>	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 5755 – Equity in Educational Programs and Services ● Class lists 	

<p>b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● I&RS 	
<p>c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Schedules and rosters ● 1:1 initiative in grades 6-12. All students are provided with a Chromebook for home use ● 1:1 initiative in grades 3-6. All students are provided with a Chromebook for school use. 	
<p>d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Schedules and rosters 	
<p>e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● IEP's 	

f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students ● Registration forms and procedures ● Student records 	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2423 – Bilingual and ESL Education ● IPT, MAC II 	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 2460 – Special Education ● Regulation 2460.1 – Special Education - Location, Identification, and Referral ● Regulation 2460.8 – Special Education - Free and Appropriate Public Education ● Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs ● Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students ● The testing is standardized and bias-free ● IEP's 	

<p>7) Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Student Handbook 	
<p>8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy 2416 – Programs for Pregnant Students ● Policy 5752 – Marital Status and Pregnancy ● Policy 5755 – Equity in Educational Programs and Services ● Student records 	
<p>C. Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 Ensure that the district, charter and renaissance school project’s guidance program provides the following:</p>			
<p>1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2411 – Guidance Counseling ● Policy 5755 – Equity in Educational Programs and Services 	
<p>2) A full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 2411 – Guidance Counseling ● Policy 5755 – Equity in Educational Programs and Services 	
<p>3) Bias-free materials for use by counselors.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2411 – Guidance Counseling ● Policy 5755 – Equity in Educational Programs and Services 	

		<ul style="list-style-type: none"> • Textbook approval process 	
<p>D. Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</p> <p>Ensure that the physical education program and instructional activities are equitable.</p>	YES	<ul style="list-style-type: none"> • Policy 2425 – Physical Education • Policy 5755 – Equity in Educational Programs and Services • “Adaptive PE” class • Update Health and PE curriculum 	
<p>E. Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</p> <p>Ensure that the athletic program accomplishes the following:</p>			
<p>1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services • List of team/team rosters from the Athletic Director 	
<p>2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services • Team schedules 	
<p>3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Contracts and budget line items 	
<p>4) Comparable facilities for male and female teams.</p>	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Practice and game schedules 	

IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: 1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices 	
2) Target recruiting practices for under-represented populations in every category of employment.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Post publicly on the district website ● Advertise in the Courier-Post 	
3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices ● All employment forms and applications have been 	

		reviewed by our Solicitor	
4) Monitor promotions and transfers to ensure non-discrimination.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices ● In accordance with AEA contract 	
5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices ● Employee contracts 	
B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	YES	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices ● New Jersey Public Contracts Law 	

<p>C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p>	<p>YES</p>	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices ● AEA Contract 	
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ALL POLICIES WERE APPROVED AT THE DECEMBER 16, 2015 BOARD OF EDUCATION MEETING. SEE MINUTES FROM DECEMBER 16, 2015, POLICY ITEM #1