

SPRINGFIELD PUBLIC SCHOOLS
Springfield, New Jersey 07081

POLICY: 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, national origin, ancestry, age, marital status, domestic partnership status, affectional or sexual orientation, genetic information, sex, disability or atypical hereditary cellular or blood trait of any individual, or because of liability for service in the Armed Forces of the United States, nationality, national origin, place of residence in the district, social or economic condition, nonapplicable disability or because of genetic information or refusal to submit to or make available the results of a genetic test. 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.

Curriculum content

The Officer 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, affectional or sexual orientation, ancestry, national origin, socio-economic status or disability:

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

9. Testing and other assessments

10. Reducing or preventing the under representation of minority, female and male students in classes and programs

The Officer 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 elementary and secondary school pupils.

Staff training

The Affirmative Action Officer shall suggest a program of in-service training for school personnel designed to identify and solve problems of bias in all aspects of the school program. An equity in-service program shall be held annually for all staff and for parents and community members as needed to facilitate participation and support.

Pupil access

The Officer shall review all school facilities, courses, programs, activities and services to ensure that all pupils are provided equal and bias-free access to them. Particular attention shall be paid to the following:

1. Ensuring equal and barrier-free access to all school and classroom facilities;
2. Assigning pupils in such a way that the racial/national origin composition of each school's enrollment reflects the composition of the district-wide enrollment at each grade level;
3. Refraining from locating new facilities in areas that will contribute to imbalanced, isolated or racially identifiable school enrollments;
4. Assigning pupils so that school and classroom enrollments are not identifiable on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status;
5. Ensuring that pupils are not separated or isolated within schools, courses, classes, programs or extracurricular activities;
6. Ensuring that minority and male pupils are not over-represented in detentions, suspensions, dropouts or special needs classifications;

7. Ensuring equal and bias-free access for all pupils to computers, computer classes and other technologically-advanced instructional assistance;
8. Ensuring that all limited English-proficient pupils and pupils with disabilities have equal and bias-free access to all school programs and activities;
9. Ensuring equal and bias-free access for language-minority pupils and pupils with disabilities to multiple measures for determining special needs;
10. Ensuring that pupil support services (such as school-based youth services, health care, tutoring and mentoring) are available to all pupils, including LEP pupils;
11. Ensuring that all pregnant pupils are permitted to remain in the regular school program and activities.

District support

The Officer 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:

- N.J.S.A. 10:5-1 et seq. Law Against Discrimination
 - N.J.S.A. 18A:4A-1 et seq. New Jersey Commission on Holocaust Education
 - N.J.S.A. 18A:18A-17 Facilities for handicapped persons
 - N.J.S.A. 18A:35-1 Course in history of the United States in high school
 - N.J.S.A. 18A:36-20 Discrimination; prohibition
 - N.J.A.C. 6A:7-1.1 et seq. Managing for Equality and Equity in Education
 - N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts
 - N.J.A.C. 6A:32-12.1 Reporting requirements
 - N.J.A.C. 6A:32-14.1 Review of mandated programs and services
- 20 U.S.C.A. 1681 et seq. - 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. - Individuals with Disabilities Education Act (IDEA)
- 42 U.S.C.A. 12101 et seq. - Americans with Disabilities Act (ADA)

No Child Left Behind Act of 2001, Pub. L. 107-110, 20 U.S.C.A. 6301 et seq.

Gebser v. Lago Vista Indep. School Dist. 524 U.S. 274 (1998)

Davis v. Monroe County Bd. of Ed. 526 U.S. 629 (1999)

Cross References:

2224 Nondiscrimination/affirmative action

4111.1 Nondiscrimination/affirmative action

4131/4131.1 Staff development; in-service education/visitations/conferences

4211.1 Nondiscrimination/affirmative action

4231/4231.1 Staff development; in-service education/visitations/conferences

5134 Married/pregnant pupils

5145.4 Equal educational opportunity

6140 Curriculum adoption

6141 Curriculum design/development

6142.4 Physical education and health

6145 Extracurricular activities

6161.1 Guidelines for evaluation and selection of instructional materials

6163.1 Media center/library

6164.2 Guidance services

6171.4 Special education

Approved: June 30, 1997

Revised: May 5, 2008