

Board of Education Hardyston Township

AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES

The Board of Education declares it to be the policy of this district that each child resident in the district shall be provided an equal opportunity to achieve his or her maximum potential through the programs offered in these schools unhindered by discriminatory attitudes or practices based on distinctions of race, color, creed, religion, gender, ancestry, national origin, place of residence, handicap, or social or economic background.

The Board shall appoint an individual to serve as affirmative action officer and shall coordinate all activities designed to implement this policy. It will be the responsibility of the affirmative action officer to

1. Review current and proposed curriculum guides, textbooks, and supplemental materials to detect any bias based upon race, gender, religion, handicap, national origin, ancestry or culture and determine whether such materials fairly depict the contribution of both genders and the various racial and ethnic groups in the development of human society;
2. Develop an ongoing program of inservice training for school personnel designed to identify and solve problems of racial, gender, religious, handicap, national or cultural bias in all aspects of the school program;
3. Review current and proposed programs, activities, and practices to insure that all pupils have equal access to them and are not segregated on the basis of race, color, creed, gender, or handicap, national origin in any duty, work, play, classroom, or school practice except as may be permitted under regulations of the State Board of Education;
4. Insure that similar aspects of the school program receive commensurate support as to staff size and compensation, purchase and maintenance of facilities

and equipment, and access to such facilities and equipment;

5. Insure that tests, procedures, and guidance and counseling materials that are designed to evaluate pupil progress or rate aptitudes, 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, gender, handicap or national origin.

Parents, pupils, staff members, and members of the public shall be informed annually about the district's affirmative action plan for school and classroom practices, the designation of the affirmative action officer, and the procedure by which an affirmative action grievance may be filed and processed.

The affirmative action officer shall report as required to the Board on progress made in the affirmative action program for school and classroom practices. The Board will annually review district progress toward the objectives of any state-approved affirmative action plan.

20 U.S.C.A. 1701
N.J.S.A. 18A:36-20
N.J.A.C. 6:4-1 et seq., 6:8-4.3(a)9