

## 1530 EQUAL EMPLOYMENT OPPORTUNITIES (M)

[See POLICY ALERT Nos. 191, 209 and 232]

### **M**

The Board of Education shall, in accordance with law, guarantee equal employment opportunity in the schools of this district.

The Board shall ensure all persons shall have equal and bias-free access to all categories of employment and equal pay for equal work in this district without discriminating on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

The school district's employment applications and pre-employment inquiries will conform to the guidelines of the New Jersey Division of Civil Rights.

The Board will use equitable hiring practices that correct imbalance and isolation based on any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) among the district's staff and within every category of employment, including administration. Promotions and transfers will be monitored to ensure non-discrimination.

The Board shall not assign, transfer, promote, or retain staff, or fail to assign, transfer, promote, or retain staff, on the sole basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

The Board will target underutilized groups in every category of employment. The Board will provide among the faculty of each school role models of diverse backgrounds.

~~Each otherwise qualified person shall be offered equal access to all categories of employment and equal pay for equal work in this district without regard to the candidate's race, color, creed, religion, national origin, ancestry, age, marital or domestic partnership or civil union status, affectional or sexual orientation, nationality, sex, gender identity or expression, atypical cellular or blood trait, military service, genetic information, socio-economic status, or disability. The school district's employment applications and pre-employment inquiries shall conform to the guidelines of the New Jersey Division of Civil Rights.~~



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~~The Board discourages practices that are likely to result in imbalance and isolation of any of the foregoing groups among the district's certificated and non-certificated staff and within every category of employment, including administration. In addition, the Superintendent shall employ recruitment techniques designed to provide a diverse pool of applicants for all open positions. Promotions and transfers will be monitored to ensure non-discrimination.~~

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~~For the purpose of this policy, "disability" shall have the meaning defined in Policy 1510.~~

The Board shall not enter into, or maintain, any contracts with ~~a persons~~, ~~agency/agencies~~, or organizations ~~if it has knowledge that such person, agency, or organization that discriminates on the basis of race, color, creed, religion, national origin, ancestry, age, marital or domestic partnership or civil union status, affectional or sexual orientation, nationality, sex, gender identity or expression, atypical cellular or blood trait, military service, genetic information, socio-economic status, or disability, either in employment practices or in the provision of benefits or services to students or employees on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a), either in employment practices or in the provision of benefits or services to students or employees.~~

The Superintendent shall promulgate a complaint procedure for the adjudication of disputes alleging violation of the law prohibiting discrimination in employment or this policy.

The Board shall not discriminate or retaliate against any person for that person's exercise of rights under the laws prohibiting discrimination in employment or this policy.

~~42 U.S.C.A. 12101 et seq.~~

~~N.J.S.A. 40:5-1 et seq. 10:5-4; 10:5-12;~~

~~N.J.S.A. 18A:6-5, 18A:6-6; 18A:28-10; 18A:29-2~~

~~N.J.A.C. 6A:7-1.1, 6A:7-1.3 et seq.~~

Adopted: 2 April 2001

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First Read: 25 April 2024



# POLICY

SOUTH ORANGE MAPLEWOOD  
**BOARD OF EDUCATION**

Administration  
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