

THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY

ADMINISTRATION
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Affirmative Action Program for
Employment and Contract Practices
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1550 AFFIRMATIVE ACTION PROGRAM FOR EMPLOYMENT AND CONTRACT PRACTICES

The Board of Education shall, in accordance with State statutes and administrative code and Federal law and regulations, strive to overcome the effects of previous patterns of discrimination, if any, in district employment practices and shall, systematically monitor district procedures to ensure continuing compliance with anti-discrimination laws and regulations.

The Board will ensure all persons regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status shall have equal and bias-free access to all categories of employment in the public educational system of New Jersey, pursuant to N.J.A.C. 6A:7-1.1.

The Board will not enter into any contract with a person, agency, or organization that discriminates on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status, either in employment practices or in the provision of benefits or services to students or employees.

The Board shall not assign, transfer, promote or retain staff, or fail to assign, transfer, promote or retain staff, on the sole basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status.

The Board shall ensure equal pay for equal work among members of the district's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status, pursuant to N.J.A.C. 6A:7-1.1.

N.J.A.C. 6A:7-1.1 et seq.; 6A:7-1.8

~~The Superintendent shall appoint an Affirmative Action Officer who shall coordinate all activities designed to implement this policy. It will be the responsibility of the Affirmative Action Officer to:~~

- ~~1. Study job descriptions, job qualifications, and salary guides for discriminatory practices;~~
- ~~2. Compare the characteristics of persons in the district's hiring region who possess skills required by the district to the characteristics of district employees;~~
- ~~3. Develop methods to search out sources of candidates for employment;~~
- ~~4. Recommend methods of recruitment that will encourage a diverse pool of applicants;~~
- ~~5. Review recruiting advertisements and application forms;~~
- ~~6. Analyze data on promotion and discharge to identify and prevent illegal discriminatory practices; and~~

7. ~~Recommend programs that will encourage greater job opportunities for a diverse pool of applicants.~~

~~The Affirmative Action Officer shall report as required to the Board on progress made in the affirmative action program for employment and contract practices. The Board will annually review district progress toward objectives of any state-approved affirmative action plan.~~

~~20 U.S.C.A. 1681; 20 U.S.C.A. 1703(d)
N.J.S.A. 10:5-1 et seq.
N.J.S.A. 18A:6-5 et seq.
N.J.A.C. 6:4-1.3(b)~~

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