

EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M)

1550 EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M)

[See POLICY ALERT Nos. 191, 209, 215 and 232]

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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 in school district employment practices and shall systematically monitor school district procedures to ensure continuing compliance with current Federal and State anti-discrimination laws and regulations.

The Board will ensure all persons regardless of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) 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.

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The Board will not enter into any contract with a person, agency, or organization that discriminates on the basis any of the protected categories listed at N.J.A.C. 6A:7-1.1(a), 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. In addition, the Board will encourage minority businesses, women's business enterprises, and labor surplus area firms to submit bids to be considered for the awarding of contracts.

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), 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 school district's staff, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) 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.



POLICY

SOUTH ORANGE MAPLEWOOD
BOARD OF EDUCATION

Administration
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N.J.S.A. 10:5-4; 10:5-12
N.J.A.C. 6A:7-1.1 ~~et seq.~~; 6A:7-1.83

Adopted: 2 April 2001
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Revised:

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