

## AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)

### 2260 AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)

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[See POLICY ALERT Nos. 95, 116, 191 and 209]

~~The Board of Education shall systematically monitor district procedures to insure continuing compliance with anti-discrimination laws and regulations.~~

The Board of Education shall provide equal and bias-free access for all students to all school facilities, courses, programs, activities, and services, regardless of race, creed, color, national origin, ancestry, age, martial status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, by:

1. Ensuring there are no differential requirements for completion of course offerings or programs or study solely on the basis of race, creed, color, national origin, ancestry, age, martial status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;
2. Ensuring courses shall not be offered separately on the basis of race, creed, color, national origin, ancestry, age, martial status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;
  - a. Portions of classes which deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions for students based on the gender they most align themselves, provided that they course content for such separately conducted sessions is the same.
3. Reducing or preventing the underrepresentation of students of color and students of all genders in classes and programs including gifted and talented, accelerated, and advanced classes;
4. Ensuring that schools demonstrate an inclusive and diverse curriculum in its instructional content, materials and methods, and that students understand the basic tenet of multiculturalism;
5. Ensuring that African American history, AAPI history, LGBTQ+ history, as well as the history of other cultures, is infused into the curriculum and taught as part of



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the history of the United States, pursuant to N.J.S.A. 18A:35-1 and the New Jersey Core Curriculum Content Standards; and

6. Ensuring that instruction on the Holocaust and other acts of genocide is included in the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A. 18A:35-28.

The Board of Education shall ensure all students have access to adequate and appropriate counseling services. When informing students about possible careers, professional or vocational opportunities, the Board shall not restrict or limit the options presented to students 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. The district will not use tests, guidance, or counseling materials which are biased or stereotyped 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.

The Board of Education shall ensure that the district's physical education program and its athletic programs are equitable, co-educational, and do not discriminate 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 as follows:

1. The district shall provide separate comparable restrooms, locker room, and shower facilities for all students to use. Students of all genders may use the facility (restroom, locker room, shower) that most closely aligns with their own gender. Whenever possible, gender-neutral facilities should also be made available, on the basis of gender, but such facilities provided for students of each gender shall be comparable;
2. A school within the school district may choose to operate separate teams for both genders in one or more sports or single teams open competitively to all male, female, and gender non-conforming students all genders members of both genders, so long as the athletic program as a whole provides equal opportunities for all students all genders of both genders to participate in sports at comparable levels of difficulty and competency; and



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3. The activities comprising such athletic programs shall receive equitable treatment, including but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.

The Superintendent shall appoint an Affirmative Action Officer who shall coordinate all activities designed to implement this policy. The Affirmative Action Officer shall identify and recommend the correction or removal of impermissible bias based on 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, social or economic status, or disability. He or she shall:

1. Review current and proposed curriculum guides, textbooks, and supplemental materials for bias and determine whether such materials fairly depict the contribution of both men and women and various racial and ethnic groups in the development of human society;
2. Develop an ongoing program of in-service training for school personnel designed to identify and solve problems of bias in all aspects of the school program;
3. Review current and proposed programs, activities, and practices to insure that all students have equal access to them and are not impermissibly segregated in any duty, work, play, classroom, or school practice except as may be permitted under rules of the State Board of Education;
4. Ensure that similar aspects of the school program receive support commensurate with the educational need as to staff size and compensation, purchase and maintenance of facilities and equipment, and access to such facilities and equipment;
5. Ensure that tests, procedures, and guidance and counseling materials that are designed to evaluate student progress or rate aptitudes, or analyze personality or in any manner establish or tend to establish a category by which a student may be judged are not impermissibly differentiated or stereotyped.



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6. Strive to ensure broad participation in all district programs and activities.

Parents or legal guardians, students, 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 complaint 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.

~~U.S.C.A. 1701; N.J.S.A. 18A:36-20;~~  
~~N.J.S.A. 18A:36-20~~  
N.J.A.C. 6A:7-1.7

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