

AFFIRMATIVE ACTION PROGRAM FOR EQUITY IN SCHOOL AND CLASSROOM PRACTICES (M)

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

(M)

The Board of Education shall provide all students with equitable equal and bias-free access ~~for all students~~ to all school facilities, courses, programs, activities, and services, regardless of of the protected categories listed at N.J.A.C. 6A:7-1.1(a), by: race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, by:

1. Ensuring barrier-free access to all school and classroom facilities; 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, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;
2. Attaining within each school, minority representation, that approximates the district's overall minority representation. Exact apportionment is not required, the ultimate goal is a reasonable plan achieving the greatest degree of a representative balance that is feasible and consistent with sound educational values and procedures;
3. Utilizing, on an annual basis, a State-approved English language proficiency assessment that evaluates a student's English language proficiency on the four domains of listening, speaking, writing, and reading for determining the eligibility and placement of students who may be identified as multilingual learners pursuant to N.J.A.C. 6A:15-1.3(a)3.;
4. Utilizing bias-free multiple measures for determining the special needs of students with disabilities, pursuant to N.J.A.C. 6A:14-3.4;
5. Ensuring support services, including intervention and referral services and school health services pursuant to N.J.A.C. 6A:16, are available to all students; and
6. Ensuring a student is not discriminated against because of a medical



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condition. A student shall not be excluded from any education program or activity because of a long-term medical condition unless a physician certifies such exclusion is necessary.

- a. If excluded, the student shall be provided with equivalent and timely instruction that may include home instruction, without prejudice or penalty.

Pursuant to N.J.A.C. 6A:7-1.7(b), the Board shall ensure the district's curriculum and instruction are aligned to the New Jersey Student Learning Standards (NJSLS). The Board also shall ensure its curriculum and instruction address the elimination of discrimination by narrowing the achievement and opportunity gaps, by providing equity in educational activities and programs, and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a), by:

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a);

2. Ensuring courses shall not be offered separately on the basis 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 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.~~

- a. Portions of classes that deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions based on gender identity, provided that the course content for such separately conducted sessions is the same.

3. Increasing and promoting equitable representation of all students in all classes and programs;

- ~~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;~~



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4. Ensuring that schools demonstrate ~~an the inclusive inclusion of an inclusive and diverse multicultural curriculum and diverse curriculum~~ in its instructional content, materials and methods, and ~~ensuring that~~ students understand the basic tenet of multiculturalism;

5. Ensuring that ~~the Amistad Commission Curriculum~~, African American history, AAPI history, ~~history of disabled, and LGBTQ+ history~~ persons, as well as the history of other cultures, is infused into the curriculum and ~~is~~ taught as part of 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 ~~the Commission that instruction on the~~ Holocaust ~~Education curriculum 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; ~~and;~~

~~6.7. Ensuring all curricular requirements pursuant to N.J.A.C. 6A:8 and the NJCLS are taught, including any curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1(a).~~

~~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, and is in a~~ co-educational setting that is developmentally appropriate and ~~does, and do not~~ discriminate on the basis ~~of race, creed, color, national origin, ancestry, age, marital status,~~



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~~affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status as follows~~ of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows:

1. ~~The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for students of each gender shall be comparable; Students~~ students of all genders may use the facility (restroom, locker room, shower) that most closely aligns with their own gender; ~~Whenever~~ whenever possible, gender-neutral facilities should also be made available.

2. ~~A school~~ The district within the school district may choose to operate separate teams based on gender in one or more sports or single teams open competitively to members of all genders, as so long as the athletic program as a whole provides equal opportunities for students of all genders to participate in sports at comparable levels of difficulty and competency; ~~and students may join the gender-separated team that most closely aligns with their own gender and;~~

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. They 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;~~



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~~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;~~

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~~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;~~

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~~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;~~

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~~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.~~

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~~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.~~

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~~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.~~

N.J.S.A. 18A:36-20

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7

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Revised: 18 July 2016



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