

THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY

PUPILS  
5750/page 1 of 2  
Equal Educational Opportunity  
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5750 EQUAL EDUCATIONAL OPPORTUNITY

The Board of Education directs that all pupils enrolled in the schools of this district shall be afforded equal educational opportunities in strict accordance with law. No pupil shall be denied access to or benefit from any educational program or activity or from a co-curricular or athletic activity on the basis of the pupil's race, color, creed, religion, level of English proficiency, national origin, ancestry, age, marital or domestic partnership or civil union status, sex, gender identity or expression, affectional or sexual orientation, socio-economic status, military service, atypical cellular or blood trait, genetic information, or disability. The Board shall assure that all pupils are free from harassment, sexual or otherwise.

The Board directs the Superintendent to allocate faculty, administrators, support staff members, curriculum materials, and instructional equipment supplies among and between the schools and classes of this district in a manner that insures equivalency of educational opportunity throughout this district. The school district's curricula in the following areas will seek to eliminate discrimination by students, and, promote mutual acceptance and respect among them, enabling them to interact effectively with others, regardless of their race, color, creed, religion, level of English proficiency, national origin, ancestry, age, marital or domestic partnership or civil union status, sex, gender identity or expression, affectional or sexual orientation, socio-economic status, military service, atypical cellular or blood trait, genetic information, or disability:

1. School climate/learning environment;
2. Courses of study, including Physical Education;
3. Instructional materials and strategies;
4. Library materials;
5. Software and audio-visual materials;
6. Guidance and counseling;
7. Extra-curricular programs and activities;
8. Testing and other assessments.

The school district's curricula will include Multi-cultural Education content and practices, instruction on African-American History in the teaching of U.S. History and instruction on the Holocaust and Genocide.

Affirmative action shall be taken to insure that pupils are protected from the effects of discrimination, in accordance with Policy No. 2260. Pupils who experience less than equal educational opportunities or experience discrimination shall use the procedure established by Regulation No. 5750 to report and appeal any harassment or discriminatory practice.

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PUPILS  
5750/page 2 of 2  
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Staff members shall treat all students and parents with respect and encourage all students to excel. Staff members should make efforts to encourage an atmosphere of respect and mutual tolerance. Conduct and attitudes that display discrimination are contrary to the policies of this Board and, further, are destructive to the self esteem that this Board wishes to encourage in all pupils. A teaching staff member's act of derision or enmity, in any form, against a person or persons on the basis of race, color, creed, religion, level of English proficiency, national origin, ancestry, age, marital or domestic partnership or civil union status, sex, gender identity or expression, affectional or sexual orientation, socio-economic status, military service, atypical cellular or blood trait, genetic information, or disability shall be considered to be conduct unbecoming to a professional staff member of this district and shall be subject to appropriate discipline.

The Superintendent shall develop and promulgate a procedure by which a pupil or parent may appeal Board policy, district practice, or the act or omission of any district employee that allegedly violates this policy in accordance with law.

42 U.S.C.A. 12101  
N.J.S.A. 10:5-1  
N.J.S.A. 18A:6-5 et seq.; 18A:36-20  
N.J.A.C. 6A:7-1.1 et seq.~~4.1 et seq.~~; ~~6:28-1.4~~6A:14-1.1 et seq.  
N.J.S.A. 18A:4A-1, et seq.

Cross References: 1523, 1550, 2260, 5755, 5755.1

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