

THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY

ADMINISTRATION  
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Equal Employment Opportunity  
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1530 EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education shall, in accordance with law, guarantee equal employment opportunity in the schools of this district.

Each otherwise qualified person shall be offered equal access to all categories of employment and equal pay for equal work in this district without regard to the candidate's race, color, creed, religion, national origin, ancestry, age, marital or domestic partnership of civil union status, affectional or sexual orientation, nationality, sex, gender identity or expression, atypical cellular or blood trait, military service, genetic information, socio-economic status, or disability. The school district's employment applications and pre-employment inquiries shall conform to the guidelines of the New Jersey Division of Civil Rights.

The Board discourages practices that are likely to result in imbalance and isolation of any of the foregoing groups among the district's certificated and non-certificated staff and within every category of employment, including administration. In addition, the Superintendent shall employ recruitment techniques designed to provide a diverse pool of applicants for all open positions. Promotions and transfers will be monitored to ensure non-discrimination.

For the purpose of this policy, "disability" shall have the meaning defined in Policy 1510.

The Board shall not enter into, or maintain, any contracts with a person, agency, or organization if it has knowledge that such person, agency, or organization discriminates on the basis of race, color, creed, religion, national origin, ancestry, age, marital or domestic partnership of civil union status, affectional or sexual orientation, nationality, sex, gender identity or expression, atypical cellular or blood trait, military service, genetic information, socio-economic status, or disability ~~race, color, creed, religion, national origin, ancestry, age, marital status, sexual orientation, gender, socio-economic status, or disability~~, either in employment practices or in the provision of benefits or services to pupils or employees.

The Superintendent shall promulgate a complaint procedure for the adjudication of disputes alleging violation of the law prohibiting discrimination in employment or this policy.

The Board shall not discriminate or retaliate against any person for that person's exercise of rights under the laws prohibiting discrimination in employment or this policy.

42 U.S.C.A. 12101 et seq.  
N.J.S.A. 10:5-1 et seq.  
N.J.S.A. 18A:6-5, 6-6; 18A:28-10; 18A:29-2  
N.J.A.C. ~~6-4-16A:7-1.1~~ et seq.

Cross Reference: 1510

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