



Affirmative Action



Great achievements are not born from a single vision but from the combination of many distinctive viewpoints. Diversity challenges assumptions, opens minds, and unlocks our potential to solve any problems we may face.

-- Source Unknown

EAST WINDSOR REGIONAL SCHOOL DISTRICT

The East Windsor Regional School district believes that equal access to the benefits of education and employment are vital and fundamental requirements of our democracy. The board of education, therefore recognizes its responsibility to ensure that all students in the East Windsor Regional School District have equal educational opportunities and all employees have equal employment opportunities regardless of race, color, creed, religion, gender, ancestry, national origin, marital or socioeconomic status, effectional or sexual orientation, age or disability.

AFFIRMATIVE ACTION OFFICER/504 OFFICER

- Annually the board of education will appoint an affirmative action officer and a 504 officer from its administrative staff.
- Annually the board of education will appoint an affirmative action council which includes representatives from all schools and staff levels in the district.
- The affirmative action officer, the 504 officer and the members of the affirmative action council will monitor the district's equity practices to ensure compliance with board policies and local, state and federal statutes that prohibit discrimination and guarantee equal opportunity.
- The name, work location and telephone number of the affirmative action officer will be made known to staff, pupils and parents/guardians/significant others annually.

COMPLIANCE

- The affirmative action officer, in consultation with the affirmative action council and administration will develop a multi-year equity plan in accordance with N.J.A.C. 6:4-1.1 et seq.
- The affirmative action officer and 504 officer will develop regulations including grievance procedures and compliance forms to ensure the district's compliance with this policy.
- The officer(s) will report to the board annually on the effectiveness of this policy and implementing procedures including a progress report on the district's multi-year equity plan. An annual progress report on the multi-year equity plan shall also be submitted to the New Jersey Department of Education.
- The procedure for filing a grievance for an alleged violation of this policy shall be widely publicized to staff, pupils and parent/guardian/significant others annually.

*For the purposes of this policy, a disability is a physical or mental impairment that substantially limits one or more major life activity; i.e., walking, seeing, hearing, speaking, learning, or a record of such an impairment or being regarded as having or previously having had such an impairment.

District Affirmative Action Officer:

Erin Servillo, Ed.D

443-7717 ext. 2018

Building Representatives:

Anthony Aliperti, Ethel McKnight Elementary School

443-7800 ext. 7007

Edith Alexander, Grace N. Rogers Elementary School

443-7833 ext. 6116

Lori Shupel, Perry L. Drew Elementary School

443-7820 ext. 3000

Jonathan Basmagy, Walter C. Black Elementary School

443-7816 ext. 5154

Lori Emmerson, Melvin H. Kreps Middle School

443-7767 ext. 4123

Dennis Vinson, Hightstown High School

443-7738 ext. 1700



To access the East Windsor Regional School District Policies, log on to the district web site: <http://www.eastwindsorregionalschools.com/ewrs>

Board of Education – District Policy Manual

The following policies are related to Affirmative Action:

EAST WINDSOR DISTRICT POLICIES

- 1510: Rights of Persons with Handicaps or Disabilities/ Policy on non-discrimination
- 1523: Comprehensive Equity Plan
- 1530: Equal Employment Opportunity
- 1550: Affirmative Action Program for Employment and Contract Practices
- 2260: Affirmative Action Program for School & Classroom Practices
- 3362: Sexual Harassment – Teaching Staff Members
- 3381: Protection against Retaliation
- 4352: Sexual Harassment – Support Staff Members
- 4381: Protection against Retaliation
- 551: Harassment, Intimidation and Bullying
- 5710: Pupil Grievance
- 5751: Sexual Harassment - Students
- 5755: Equity in Educational Programs and Services
- 9130: Public Complaints and Grievances

EMPLOYMENT AND CONTRACT PRACTICES

- Equal and bias-free recruitment, employment, compensation, transfer, promotion and retention of personnel at all levels.
- Inform vendors and suppliers that their employees are bound by the district's equal opportunity/non-discrimination policy in their contact with district staff and pupils.
- Ensure that the district does not enter into or maintain contracts with persons, agencies or firms that discriminate in employment or in the provision of benefits or services on the basis of race, color, creed, religion, gender, ancestry, national origin, marital or socioeconomic status, affectional or sexual orientation, age or disability* unless based on permitted exception.
- Make reasonable accommodations that do not negatively impact the instructional programs to applicants and employees who have a handicapping condition not directly related to an essential function of the position which he/she holds or for which he/she is applying.

FEDERAL AND STATE RULES AND REGULATIONS

While the term “Affirmative Action” is usually associated with one or two specific pieces of legislation, the concept of Affirmative Action is more actually indicative of a host of legislative and executive mandates. The following is a partial listing of “Affirmative Action Regulations”. Special emphasis has been placed on Federal Title IX and N.J. Title VI since they are the two most far-reaching in their effects on a school district.

TITLE VII of the U.S. Civil Rights Act of 1964 amended 1972 and 1991 - Prohibits an employer (public or private) from discriminating based on race, color, religion, national origin, sex or disability.

U.S. TITLE IX: 1992 - “No person in the united states shall, on the basis of sex, be subjected to discrimination under any education program or activity receiving federal financial assistance...”

N.J. EDUCATION LAW 18A:36-20: “No pupil in a public school in this state shall be discriminated against in admission to, or in obtaining any advantages, privileges or courses of study of the school by reason of race, color, creed, sex or national origin.”

NEW JERSEY CIVIL RIGHTS LAW: Prohibits discrimination based on race, creed, national origin, ancestry, age, sex, affectional or sexual orientation, marital status, and familial status, liability for service in the Armed Forces or nationality.

NEW JERSEY BIAS CRIMES ACT: Makes it a crime of the fourth degree to act with a purpose to intimidate an individual or group because of race, color, religion, gender, handicap, sexual orientation or ethnicity.

N.J. ADMINISTRATIVE CODE 6:4-1.1-1.10: Implementing regulations for N.J. Education Law commonly referred to as Title 6.

RESOURCES FOR AFFIRMATIVE ACTION

The following are a few of the resources available for additional information on affirmative action:

New Jersey State Division on Civil Rights – <http://www.nj.gov/oag/dcr>

U.S. Department of Education office of Civil Rights -
www2.ed.gov/about/offices/list/ocr/index.html

U.S. Commission of Civil Rights – <http://www.usccr.gov>

U.S. Department of Justice Civil Rights Division – www.justice.gov/crt

American Association for Affirmative Action – www.aaed.org/aaed/default.asp

Affirmative Action Laws and Regulations - www.dol.gov
