

POLICY
Board of Education
Sayreville

No. 105

OBJECTIVES

AFFIRMATIVE ACTION PROGRAM
FOR SCHOOL AND CLASSROOM PRACTICES

The Board of Education shall, in accordance with law, systematically monitor district procedures with respect to school and classroom practices to insure continuing compliance with anti-discrimination laws and regulations. Pursuant to the direction of the Superintendent of Schools, the Affirmative Action Officer 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 status, sex, social or economic status, handicap or disability. He or she shall in conjunction with professional staff members:

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 pupils 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 the rules of the State Board of Education.
4. Insure that similar aspects of the school program receive commensurate support as to staff size and compensation, purchase and maintenance of facilities and equipment, and access to such facilities and equipment.
5. Insure that tests, procedures, and guidance and counseling materials that are designed to evaluate pupil progress or rate aptitudes, analyze personality, or in any manner establish or tend to establish a category by which a pupil may be judged are not impermissibly differentiated or stereotyped.

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Parents, pupils, staff members, and members of the public shall be informed annually about the district's affirmative action plan for school and classroom practices and the designation of the Affirmative Action Officer.

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 objectives of any state-approved affirmative action plan to include the Multi-Year Equity Plan.

20 U.S.C.A. 1681; 20 U.S.C.A. 1703 (d)
N.J.S.A. 10:5-1 et seq.
N.J.S.A. 18A:6-5 et seq.
N.J.A.C. 6:4-1.3 (b)

Date Adopted: 5/19/1995, 4/3/1996

