

LAUREL SPRINGS SCHOOL DISTRICT
APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

Directions: Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non-compliant MUST be addressed on the Comprehensive Equity Plan forms.

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard A. Adopt or re-adopt written equality and equity policies, requiring the following:			P = Policy R = Regulation	
1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: a) Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 1523 – Comprehensive Equity Plan • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity • Policy 5755 – Equity in Educational Programs and Services 	P1140 Sept 2016 P1523 Sept 2016 P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R 5750 Sept 2014 P5755 Sept 2016	
b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 1523 – Comprehensive Equity Plan • Policy & Regulation 2260 – Affirmative Action Program • Policy & Regulation 5750 – Equal Educational Opportunity • Policy 5755 – Equity in Educational Programs and Services 	P1140 Sept 2016 P1523 Sept 2016 P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R 5750 Sept 2014 P5755 Sept 2016	
c) Provide equitable treatment for pregnant and married students.	Yes	<ul style="list-style-type: none"> • Policy 2416 – Programs for Pregnant Students • Policy 5752 – Marital Status and Pregnancy 	P2416 Sept 2014 P5752 Sept 2014	

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d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	<ul style="list-style-type: none"> • Policy 1523 – Comprehensive Equity Plan • Policy 5512 – Harassment, Intimidation, and Bullying • Policy & Regulation 5751 – Sexual Harassment 	P1523 Sept 2016 P5512 Sept 2018 P5751 Sept 2014 R5751 Sept 2014	
2) Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	<ul style="list-style-type: none"> • Policy 1523 – Comprehensive Equity Plan • Policy & Regulation 1530 – Equal Employment Opportunity • Policy 1550 – Equal Employment/Anti-Discrimination Practices 	P1523 Sept 2016 P1530 Sept 2016 R1530 Sept 2016 P 1550 Sept 2018	
3) The appointment of an Affirmative Action Officer (AAO) who can also serve, or coordinate with, the district, charter, and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program 	P1140 Sept 2016	
4) Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program 	P1140 Sept 2016	

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<p>B. Authorize the Affirmative Action Officer Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJO SAC. Charter schools will report annual progress in the Charter School Annual Report.</p>	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 1523 – Comprehensive Equity Plan 	<p>P1140 Sept 2016 P1523 Sept 2016</p>	
<p>C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.</p>	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy & Regulation 2423 – Bilingual and ESL Education • Policy 2610 – Educational Program Evaluation • Policy 2622 – Student Assessment 	<p>P1140 Sept 2016 P2423 Sept 2016 R2423 Sept 2016 P2610 Mar 2019 P2622 Apr 2017</p>	

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D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 1523 – Comprehensive Equity Plan 	P1140 Sept 2016 P1523 Sept 2016	
1) Informing the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 5512 – Harassment, Intimidation, & Bullying 	P1140 Sept 2016 P5512 Sept 2018	
2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the district, charter, and renaissance school projects equity responsibilities.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program 	P1140 Sept 2016	
3) Inform students, staff, and the community of the name, office address, and phone number of the district, charter, and renaissance school project's AAO, and publicize the location and availability of the district, charter, and renaissance school project's CEP, policy(ies), grievance procedures, and annual reports.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy & Regulation 1510 – Americans with Disabilities Act • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 	P1140 Sept 2016 P1510 Dec 2016 R1510 Dec 2016 P2260 Sept 2016 R2260 Sept 2014	

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4) Investigate and resolve discrimination complaints, grievances, and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy & Regulation 1510 – Americans with Disabilities Act • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity 	P1140 Sept 2016 P1510 Dec 2016 R1510 Dec 2016 P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014	
5) Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 	P1140 Sept 2016 P2260 Sept 2016 R2260 Sept 2014	
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program 	P1140 Sept 2016	
E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter, and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	Yes	(For County Vocational School Districts Only) <ul style="list-style-type: none"> • Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students 	P5111 Mar 2019 R5111 Mar 2019	

II. STAFF DEVELOPMENT AND TRAINING N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5		Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year , as follows:		Yes	<ul style="list-style-type: none"> Policy 1140 – Affirmative Action Program 	P1140 Sept 2016	
1) To all certificated (administrative and professional) staff.		Yes	<ul style="list-style-type: none"> Policy 1140 – Affirmative Action Program Policy & Regulation 3240 – Professional Development for Teachers and School Leaders 	P1140 Sept 2016 P3240 May 2017 R3240 May 2017	
2) To all non-certificated (non-professional) staff.		Yes	<ul style="list-style-type: none"> Policy 1140 – Affirmative Action Program Policy 4240 – Employee Training 	P1140 Sept 2016 R4240 Sept 2014	

III. SCHOOL AND CLASSROOM PRACTICES	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe, N.J.A.C. 6A:15-1.7; Castaneda v. Pickard</p> <p>1) Ensure that the district, charter school, or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status, or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2200 – Curriculum Content • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 5755 – Equity in Educational Programs and Services 	P2200 Sept 2016 R2200 Sept 2016 P2260 Sept 2016 R2260 Sept 2014 P5755 Sept 2016	

III. SCHOOL AND CLASSROOM PRACTICES	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
a) School climate and culture, safe and positive learning environment	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 5512 – Harassment, Intimidation, and Bullying • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P5512 Sept 2018 P5750 Sept 2016 R5750 Sept 2014	
b) Courses of study, including physical education	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 2422 – Health and Physical Education • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P 2422 Mar 2019 P5750 Sept 2016 R5750 Sept 2014	
c) Library materials/instructional materials and strategies	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014	
d) Technology/software and audiovisual materials	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 2411 – Guidance Counseling • Policy 5512 – Harassment, Intimidation, and Bullying • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P2411 Sept 2016 R2411 Sept 2016 P5512 Sept 2018 P5750 Sept 2016 R5750 Sept 2014	

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f) Extra-curricular programs and activities	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014	
g) Tests and other assessments	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity • Policy 5755 – Equity in Educational Programs and Services 	P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014 P5755 Sept 2016	
2) Incorporate a multicultural curriculum in aspects in the instructional content and practices across the curriculum.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014	
3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014	

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4) Include instruction on the Holocaust and other genocide curricula for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014	
B. Equality and Equity in Student Access N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10-5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity • Policy 5755 – Equity in Educational Programs and Services 	P2260 Sept 2016 R2260 Sept 2014 P5750 Sept 2016 R5750 Sept 2014 P5755 Sept 2016	
1) Ensure equal and barrier-free access to all school and classroom facilities.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	
2) Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter, and renaissance school project's overall minority racial and ethnic representation.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	

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3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	
4) Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs, or extracurricular activities.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 5755 – Equity in Educational Programs and Services 	P2260 Sept 2016 R2260 Sept 2014 P5755 Sept 2016	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	
c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation,	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	

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gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.				
d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	<ul style="list-style-type: none"> Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Yes	<ul style="list-style-type: none"> Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	
f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	<ul style="list-style-type: none"> Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students 	P5111 Mar 2019 R5111 Mar 2019	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	<ul style="list-style-type: none"> Policy & Regulation 2423 – Bilingual and ESL Education 	P2423 Sept 2016 R2423 Sept 2016	

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6) Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 2460 – Special Education • Regulation 2460.1 – Special Education - Location, Identification, and Referral • Regulation 2460.8 – Special Education - Free and Appropriate Public Education • Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs • Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff • Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students 	P2260 Sept 2016 R2260 Sept 2014 P2460 Apr 2017 R2460.1 Apr 2017 R2460.8 Apr 2017 R2460.9 Apr 2017 R2460.15 Apr 2017 R2460.16 Apr 2017	
7) Ensure that support services (e.g. school-based youth services, health care, tutoring, and mentoring) are available to all students, including English language learners.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 	P2260 Sept 2016 R2260 Sept 2014	
8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.	Yes	<ul style="list-style-type: none"> • Policy 2416 – Programs for Pregnant Students • Policy 5752 – Marital Status and Pregnancy • Policy 5755 – Equity in Educational Programs and Services 	P2416 Sept 2014 P5752 Sept 2014 P5755 Sept 2016	

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<p>C. Equality and Equity in Guidance Programs and Services</p> <p>N.J.A.C. 6A:7-1,7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998</p> <p>Ensure that the district, charter, and renaissance school project's guidance program provides the following:</p>	Yes			
<p>1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.</p>	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2411 – Guidance Counseling • Policy 5755 – Equity in Educational Programs and Services 	<p>P2411 Sept 2016 R2411 Sept 2016 P5755 Sept 2016</p>	
<p>2) The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 2411 – Guidance Counseling • Policy 5755 – Equity in Educational Programs and Services 	<p>P2260 Sept 2016 R2260 Sept 2014 P2411 Sept 2016 R2411 Sept 2016 P5755 Sept 2016</p>	
<p>3) Guidance counselors are using bias-free materials.</p>	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2411 – Guidance Counseling • Policy 5755 – Equity in Educational Programs and Services 	<p>P2411 Sept 2016 R2411 Sept 2016 P5755 Sept 2016</p>	
<ul style="list-style-type: none"> • Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 	Yes			

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<p>Ensure that the district, charter, and renaissance school project's physical education program is co-educational, as follows:</p> <p>1. All instructional activities are equitable and are co-educational.</p>		<ul style="list-style-type: none"> • Policy 2422 – Health and Physical Education • Policy 5755 – Equity in Educational Programs and Services 	<p>P2422 Mar 2019 P5755 Sept 2016</p>	
<p>D. Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</p> <p>Ensure that the district, charter, and renaissance school project's Athletic Program accomplishes the following:</p>	Yes			
<p>1) Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	
<p>2) Ensures equitable scheduling of night games, practice times, locations, and numbers of games for male and female teams.</p>	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services 	P5755 Sept 2016	
<p>3) Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase, and maintenance of equipment, etc.</p>	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 	<p>P2260 Sept 2016 R2260 Sept 2014</p>	
<p>4) Provides comparable facilities for male and female teams.</p>	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 	<p>P2260 Sept 2016 R2260 Sept 2014</p>	

IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973		Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: 1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.		Yes	<ul style="list-style-type: none"> Policy & Regulation 1510 – Americans with Disabilities Act Policy & Regulation 1530 – Equal Employment Opportunities Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices 	P1510 Dec 2016 R1510 Dec 2016 P1530 Sept 2016 R1530 Sept 2016 P1550 Sept 2018 R1550 Sept 2018	
2) Target recruiting practices for under-represented populations in every category of employment.		Yes	<ul style="list-style-type: none"> Policy & Regulation 1530 – Equal Employment Opportunities 	P1530 Sept 2016 R1530 Sept 2016	
3) Ensure that the district, charter, and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.		Yes	<ul style="list-style-type: none"> Policy & Regulation 1510 – Americans with Disabilities Act Policy & Regulation 1530 – Equal Employment Opportunities Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices 	P1510 Mar 2017 R1510 Mar 2017 P1530 Sept 2016 R1530 Sept 2016 P1550 Sept 2018 R1550 Sept 2018	

IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10-5, Equal Pay Act 1973		Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
4) Monitor promotions and transfers to ensure non-discrimination.	Yes	<ul style="list-style-type: none">• Policy & Regulation 1530 – Equal Employment Opportunities• Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices	P1530 Sept 2016 R1530 Sept 2016 P1550 Sept 2018 R1550 Sept 2018		
5) Ensure equal pay for equal work among members of the district, charter, and renaissance school project’s staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	<ul style="list-style-type: none">• Policy & Regulation 1530 – Equal Employment Opportunities• Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices	P1530 Sept 2016 R1530 Sept 2016 P1550 Sept 2018 R1550 Sept 2018		
B. Ensure that the district, charter, and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	Yes	<ul style="list-style-type: none">• Policy & Regulation 1530 – Equal Employment Opportunities• Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices	P1530 Sept 2016 R1530 Sept 2016 P1550 Sept 2018 R1550 Sept 2018		

IV. <u>EMPLOYMENT/CONTRACT</u> <u>PRACTICES</u> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973				
Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district	
Yes	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities • Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices 	P1530 Sept 2016 R1530 Sept 2016 P1550 Sept 2018 R1550 Sept 2018		
C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.				