

# Palisades Park Schools Affirmative Action



## Policies and Procedures

You will find the following information attached:

1. Contact Information
2. Complaint Procedures
3. Complaint Forms
4. Policies

## Complaint Procedures

If you believe that you have been subject to discrimination based on race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, familial status, or U.S. military service status, you may seek remedy from the School District by filing a Complaint in accordance with these procedures. **Discrimination can include harassment.** Students may also seek a remedy for discrimination based on socioeconomic status and for bullying, harassment, or intimidation.

These Complaint Procedures are available to the entire school community including but not limited to students, employees, and parents. All complaints will be investigated. It is not always possible to honor a person's request for confidentiality.

### DEFINITION:

- Grievance - A formal written complaint.
- Grievant - Any student, employee, or parent aggrieved by a decision or condition falling under the guidelines of federal and/or state anti-discrimination laws.
- Affirmative Action Officer - The district employee designated to coordinate efforts with anti-discrimination legislation and charged with the responsibility of investigating complaints.

### PROCEDURE:

- Step 1 - The grievant must present the complaint in written form to the responsible person designates and as the Affirmative Action Officer (use Grievance Report Form A-1). Written complaints should include:
  - A detailed description of what occurred, including any verbal comments and responses from both parties.
  - A list of any persons with knowledge of the discrimination/harassment.
  - If known, specific date(s) and location(s) of the action or incident(s)
  - Describe the relief sought.

- Step 2 - The AA Officer has five working days in which to investigate and respond to the grievant (AA Officer is to use Grievance Report Form A-2).
- Step 3 - If not satisfied, the grievant may appeal within ten working days to the Superintendent (not AA Officer) (use Appeal Form B).
- Step 4 - Response by the Superintendent must be given within five working days (Superintendent to use space provided for on Appeal Form B).
- Step 5 - If the grievant is not satisfied at this level, an appeal may be made within ten working days to the Board of Education which will hear the complaint at the next regular meeting or within thirty calendar days.

Board hearing shall be conducted so as to accord due process to all parties involved in the complaint such as written notice of hearing dates, right to counsel, right to present witnesses, right to cross-examine and to present written statement. The decision of the Board shall be by a majority of the members at a meeting which shall be public.

- Step 6 – Palisades Park BOE shall respond to the grievant within thirty calendar days.
- Step 7 - If the grievant is not satisfied with Board's decision, the grievant can have it referred to State agencies. (See contact information)

PALISADES PARK SCHOOL DISTRICT

CO

**STEP #1- AFFIRMATIVE ACTION DISCRIMINATION AND/OR HARRASSMENT COMPLAINT REPORT**

**PLEASE NOTE THAT YOU ARE PROTECTED FROM RETALIATION BASED UPON COMPLAINT.**

Location(s) of Incident(s): \_\_\_\_\_  
Date of Incident(s): \_\_\_\_\_  
Time of Incident(s) \_\_\_\_\_  
Alleged Victims(s): \_\_\_\_\_  
(Identify Name, Job Title, Student, Volunteer, Visitor. If a student, include grade and sex.)

Accused: \_\_\_\_\_  
(Identify Name, Job Title, Student, Volunteer, Visitor. If a student, include grade and sex.)

**Allegations:** Provide detailed description of what occurred or what failed to occur, including comments and responses from both parties.  
(As to each allegation, Who? What? Where? When? How?)

1. \_\_\_\_\_  
\_\_\_\_\_
2. \_\_\_\_\_  
\_\_\_\_\_
3. \_\_\_\_\_  
\_\_\_\_\_
4. \_\_\_\_\_  
\_\_\_\_\_
5. \_\_\_\_\_  
\_\_\_\_\_

(Add more pages if necessary)

- List of all persons who witnessed or otherwise have knowledge regarding what you are reporting.
- What relief do you seek?

Prepared by: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

CO



Palisades Park School District

**Confidential**

**Referral of Affirmative Action Incident/Complaint to A.A.O.**

Building/School: \_\_\_\_\_

A.A.O: \_\_\_\_\_

**Person referring is not to interview complainant or investigate**

Date/Time informal complaint received: \_\_\_\_\_

Method of report: \_\_\_\_\_

(In person / written / fax / email / phone call)

Who made report: \_\_\_\_\_

(Name of student / employee / parent / volunteer / visitor)

Date of incident(s): \_\_\_\_\_

Alleged Victims(s): \_\_\_\_\_

(Identify name, job title / student / volunteer / visitor. If student is a victim provide age and sex)

Accused: \_\_\_\_\_

(Identify name, job title / student / volunteer / visitor. If student is a victim provide age and sex)

Allegation (provide short description):

\_\_\_\_\_  
\_\_\_\_\_

Prepared by: \_\_\_\_\_ Job Title: \_\_\_\_\_

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

Palisades Park School District

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Witness Name: \_\_\_\_\_ Date: \_\_\_\_\_

Location(s): \_\_\_\_\_

Alleged Victim(s): \_\_\_\_\_

Description of incident: \_\_\_\_\_

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(Attach additional sheets in necessary)

Witness Signature \_\_\_\_\_

PALISADES PARK SCHOOL DISTRICT

CON

**STEP #3- APPEAL TO DISTRICT SUPERINTENDENT**

**FROM:** \_\_\_\_\_, Complainant

**TO:** \_\_\_\_\_, District Super

**NATURE OF COMPLAINT:**

The attached Form A is hereby submitted for your information, pertaining to the following complaint.

**Specific Reason for Dissatisfaction of AA Representative:**

**Requested Relief:**

**DATE:** \_\_\_\_\_

\_\_\_\_\_  
(Signature)  
Complainant

CON

**STEP #4- DECISION OF AFFIRMATIVE ACTION OFFICER**

**TO:** \_\_\_\_\_, Complainant

**FROM:** \_\_\_\_\_, District Super

**DATE APPEAL RECEIVED:** \_\_\_\_\_

**DECISION OF THE APPEAL: The Decision of the District Affirmative Action Officer is Affirmed/ Rejected**

**DATE:** \_\_\_\_\_

\_\_\_\_\_  
(Signature)  
District Superin

**NOTE:** Submit Appeal Form B to Complainant, copy to AAO & Superintendent

## **Policy: 2224 NONDISCRIMINATION/AFFIRMATIVE ACTION**

State and federal statutes and regulations prohibit the Palisades Park School District from discriminatory practices in employment or educational opportunity against any person by reason of race, color, national origin, ancestry, age, sex, affectional or sexual orientation, marital status, domestic partnership status, familial status, liability for service in the Armed Forces of the United States, atypical hereditary cellular or blood trait of any individual, genetic information, or refusal to submit to a genetic test or make the results of a genetic test known, in employment or in educational opportunities. Further state and federal protection is extended on account of disabilities, social or economic status, pregnancy, childbirth, pregnancy-related disabilities, actual or potential parenthood, or family status.

The Palisades Park Board of Education will continue to support its Affirmative Action Resolution, and to implement the district's equal educational opportunity policy, school and classroom practices plan and contract/employment practices plan in accordance with law and regulation.

The board authorizes the chief school administrator to develop and implement a multi-year equity plan to ensure that the district provides equality in educational programs and to identify and correct, or assess and prevent, all bias, discrimination and impermissible isolation in policies, practices and facilities of the district. Upon approval of this plan by the state department of education, the board shall adopt it by resolution. The chief school administrator shall report to the board annually on progress toward goals established in the plan. A copy of the district's affirmative action/equity plans and self-evaluation of their achievement shall be available in the district office.

### Affirmative Action Officer and Team

The board shall annually appoint a member of the staff as the affirmative action officer and form an affirmative action team, of whom the affirmative action officer is a member. The affirmative action officer shall serve as affirmative action/504 officer and/or desegregation coordinator. The affirmative action officer must have New Jersey certification with an administrative, instructional, or education services endorsement. The board shall ensure that all members of the school community know who the affirmative action officer is and how to access him/her.

The affirmative action officer shall:

- A. Coordinate the required professional development training for certificated and non-certificated staff;
- B. Notify all students and employees of district grievance procedures for handling discrimination complaints; and
- C. Ensure that the district grievance procedures, including investigative responsibilities and reporting information, are followed.

The affirmative action team shall:

- A. Develop the comprehensive equity plan in compliance with administrative code;
- B. Oversee the implementation of the district's comprehensive equity plan;
- C. Collaborate with the affirmative action office in coordinating the required professional development training;

D. Monitor the implementation of the comprehensive equity plan; and

E. Conduct the annual district internal monitoring to ensure continuing compliance with state and federal law and code.

### Harassment

The board of education shall maintain an instructional and working environment that is free from harassment of any kind. Administrators and supervisors will make it clear to all staff, students and vendors that harassment is prohibited. Sexual harassment shall be specifically addressed in the affirmative action inservice programs required by law for all staff.

Sexual harassment shall include, but not be limited to, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

A. Submission to the conduct or communication is made a term or condition of employment or education;

B. Submission to, or rejection of, the conduct or communication is the basis for decisions affecting employment and assignment or education;

C. The conduct or communication has the purpose or effect of substantially interfering with an individual's work performance or education;

D. The conduct or communication has the effect of creating an intimidating, hostile or offensive working or educational environment.

Sexual harassment of staff or children interferes with the learning process and will not be tolerated in the Palisades Park Schools. Harassment by board members, employees, parents, students, vendors and others doing business with the district is prohibited. Any child or staff member who has knowledge of or feels victimized by sexual harassment should immediately report his/her allegation to the affirmative action officer or building principal. Anyone else who has knowledge of or feels victimized by sexual harassment should immediately report his/her allegation to the chief school administrator or board president. Employees whose behavior is found to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including dismissal. Other individuals whose behavior is found to be in violation of this policy will be subject to appropriate sanctions as determined and imposed by the chief school administrator/board. Law enforcement shall be summoned when appropriate. This policy statement on sexual harassment shall be distributed to all staff members.

Staff or students may file a formal grievance related to harassment on any of the grounds addressed in this policy. The affirmative action officer will receive all complaints and carry out a prompt and thorough investigation, and will protect the rights of both the person making the complaint and the alleged harasser.

Findings of discrimination or harassment will result in appropriate disciplinary action.

### School and Classroom Practices

In implementing affirmative action, the district shall:

A. Identify and correct the denial of equality of educational opportunities for students solely on the basis of any classification protected by law;

B. Continually reexamine and modify, as may be necessary, its school and classroom programs;

location and use of facilities; its curriculum development program and its instructional materials; availability of programs for children; and equal access of all eligible students to all extracurricular programs.

These topics are included in the student and instruction policies of the district at #5145.4 Equal educational opportunity, #6121 Nondiscrimination/affirmative action, and #6145 Extracurricular activities.

#### Contract/Employment Practices

The district directs the chief school administrator to ensure that appropriate administrators implement the district's affirmative action policies by:

A. Adhering to the administrative code in selection of vendors and suppliers; informing vendors and suppliers that their employees are bound by the district's affirmative action policies in their contacts with district staff and students;

B. Continuing implementation and refinement of existing practices and affirmative action plans, making certain that all recruitment, hiring, evaluation, training, promotion, personnel-management practices and collective bargaining agreements are structured and administered in a manner that furthers equal employment opportunity principles and eliminates discrimination on any basis protected by law, holding inservice programs on affirmative action for all staff in accordance with law.

These topics are included in the business and noninstructional operations, and the personnel policies of the district at #3320, #3327, #4111.1 and #4211.1.

#### Disabled

In addition to prohibiting educational and employment decisions based on nonapplicable disabling condition, the district shall, as much as feasible, make facilities accessible to disabled students, employees and members of the community as intended by Section 504 and as specified in the administrative code.

#### Report on Implementation

The chief school administrator shall devise regulations, including grievance forms and procedures to implement the district's affirmative action policies. He/she shall report to the board annually on the effectiveness of this policy and the implementing procedures.

Adopted: January 17, 2001

NJSBA Review/Update: January 2010

Readopted: January 20, 2010

#### Key Words

Affirmative Action, Discrimination, Americans With Disabilities Act, Access, Nondiscrimination, Sexual Harassment, Harassment, Equal Educational Opportunity, Domestic Partnership Act

#### Legal References

#### Cross References:

## **Policy: 6121 NONDISCRIMINATION/AFFIRMATIVE ACTION**

No student enrolled in the district schools shall be excluded from participation in, denied the benefits of, or be subjected to discrimination in any educational program or activity of this district on the basis of race, color, creed, national origin, ancestry, age, marital status, domestic partnership status, affectional or sexual orientation, genetic information, sex, disability or atypical hereditary cellular or blood trait of any individual, or because of liability for service in the armed forces of the United States, nationality, national origin, place of residence in the district, social or economic condition, nonapplicable disability or because of genetic information or refusal to submit to or make available the results of a genetic test. The affirmative action team as led by the affirmative action officer shall be responsible for planning, implementing and monitoring the district's affirmative action program with respect to school and classroom practices.

Reporting to the chief school administrator, the affirmative action team shall review the following areas for compliance with state department of education regulations and make suggestions and/or recommendations when necessary.

### **A. Curriculum content**

The team shall examine the following areas to ensure that curricula eliminate discrimination and promote understanding and mutual respect among students, regardless of race, color, creed, religion, gender, affectional or sexual orientation, ancestry, national origin, socio-economic status or disability:

1. School climate;
2. Courses of study;
3. Instructional materials;
4. Instructional strategies;
5. Library materials;
6. Technology/Software and audio-visual materials;
7. Guidance and counseling;
8. Extracurricular programs and activities;
9. Testing and other assessments;
10. Reducing or preventing the under representation of minority, female and male students in classes and programs.

The team shall monitor the curriculum to ensure inclusion of instruction on African-American history in the teaching of United States history and inclusion of instruction on the Holocaust and genocide in the curriculum for all elementary and secondary school students.

### **B. Staff training**

The affirmative action officer shall suggest a program of inservice training for school personnel designed to identify and solve problems of bias in all aspects of the school program. An equity inservice program shall be held annually for all staff and for parents and community members as

needed to facilitate participation and support.

#### C. Student access

The team shall review all school facilities, courses, programs, activities and services to ensure that all students are provided equal and bias-free access to them. Particular attention shall be paid to the following:

1. Ensuring equal access and barrier-free to all school and classroom facilities;
2. Assigning students in such a way that the racial/national origin composition of each school's enrollment reflects the composition of the district-wide enrollment at each grade level;
3. Refraining from locating new facilities in areas that will contribute to imbalanced, isolated or racially identifiable school enrollments;
4. Assigning students so that school and classroom enrollments are not identifiable on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status;
5. Ensuring that students are not separated or isolated within schools, courses, classes, programs or extracurricular activities;
6. Ensuring that minority and male students are not over-represented in detentions, suspensions, dropouts or special needs classifications;
7. Ensuring equal and bias-free access for all students to computers, computer classes and other technologically-advanced instructional assistance;
8. Ensuring that all limited English-proficient students and students with disabilities have equal and bias-free access to all school programs and activities;
9. Ensuring equal and bias-free access for language-minority students and students with disabilities to multiple measures for determining special needs;
10. Ensuring that student support services (such as school-based youth services, health care, tutoring and mentoring) are available to all students, including LEP students;
11. Ensuring that all pregnant students are permitted to remain in the regular school program and activities.

#### D. District support

The team shall ensure that like aspects of the school program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters and that all grades within the district are comparable in those areas.

The chief school administrator will report to the board annually on continuing compliance.

Adopted: January 17, 2001

NJSBA Review/Update: February 2010

Readopted: May 19, 2010

#### Key Words



## **Policy: 4111.1/4211.1 NONDISCRIMINATION/AFFIRMATIVE ACTION**

The Palisades Park Board of Education guarantees to all persons equal access to all categories of employment, retention and advancement in this district, regardless of race, creed, color, national origin, ancestry, age, sex, affectional or sexual orientation, marital status, domestic partnership status, familial status, liability for service in the Armed Forces of the United States, atypical hereditary cellular or blood trait of any individual, nonapplicable disability or because of genetic information or refusal to submit to or make available the results of a genetic test.

An affirmative action/equity program shall be a part of every aspect of employment not limited to but including upgrading; demotion or transfer; recruitment or recruitment advertising; renewal or non-renewal; layoff or termination; rates of pay or other forms of compensation including fringe benefits; employment selection or selection for training and apprenticeships; promotion; or tenure.

The board-designated affirmative action officer shall identify and recommend correction of any existing inequities, and any that occur in the future.

### Harassment and Favoritism

The board of education is an affirmative action employer and holds all its employees responsible for maintaining a working environment that is free from all discriminatory practices. Harassment or favoritism on any basis included in the board's statement of equal access to employment, retention and advancement is prohibited.

Administrators and supervisors shall be familiarized with the actions that constitute harassment and favoritism. This material shall be included in the legally mandated affirmative action inservice training for all employees, and shall be clear and specific (see policy 2224). When harassment has been determined to have taken place, appropriate disciplinary action will follow. All such determinations shall be reported to the board.

### Sexual Harassment

The board of education shall maintain a working environment that is free from sexual harassment.

Administrators and supervisors will make it clear to all staff that sexual harassment is prohibited. No supervisory employee shall threaten or insinuate, either directly or indirectly, that an employee's refusal to submit to sexual advances will adversely affect the employee's continued employment, evaluation, compensation, assignment or advancement. No supervisory employee shall promise or suggest, either directly or indirectly, that an employee's submission to sexual advances will result in any improvement in any term or condition of employment of an employee. Sexually harassing conduct committed by nonsupervisory personnel is also prohibited.

Staff may file a formal grievance related to sexual harassment. The Affirmative Action Officer will receive all complaints and carry out a prompt and thorough investigation and will protect the rights of both the person making the complaint and the alleged harasser.

Findings of discrimination in the form of sexual harassment will result in appropriate disciplinary action.

### "Whistleblower" Protection

The board prohibits discrimination or retaliation against any school employee who does any of the

following:

- A. Discloses or threatens to disclose to a supervisor or to a public body an activity, policy or practice of the board that the employee reasonably believes is in violation of a law, or a rule or regulation established pursuant to law;
- B. Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation established pursuant to law by the board; or
- C. Objects to, or refuses to participate in any activity, policy or practice which the employee reasonably believes is in violation of law, rule or regulation; is fraudulent or criminal; or is incompatible with public health, safety or welfare or protection of the environment.

The board shall ensure that notices are posted conspicuously in each school, informing employees that they are protected under the Conscientious Employee Protection Act.

#### Report on Implementation

The chief school administrator shall devise regulations, including grievance forms and procedures to implement this policy. He/she shall be responsible for informing staff annually of the identity and location of the affirmative action officer and the implementing procedures.

Adopted: January 17, 2001

NJSBA Review/Update: January 2010

Readopted: March 18, 2010

#### Key Words

Affirmative Action, Nondiscrimination, Employee Nondiscrimination/Affirmative Action, Domestic Partnership Act

#### Legal References

#### Cross References:

\*2224 Nondiscrimination/affirmative action

\*3320 Purchasing procedures

\*4111 Recruitment, selection and hiring

\*4112.8 Nepotism

\*4147 Employee safety

\*5145.4 Equal educational opportunity

\*6121 Nondiscrimination/affirmative action

\*Indicates policy is included in the Critical Policy Reference Manual.

PALISADES PARK SCHOOL DISTRICT

### **Policy: 5145.4 EQUAL EDUCATIONAL OPPORTUNITY**

The district shall provide equal and bias-free access for all pupils to all school facilities, courses, programs, activities and services and give them maximum opportunity to achieve their potential regardless of race, creed, color, national origin, ancestry, age, sex, affectional or sexual orientation, gender identity or expression, marital status, liability for service in the Armed Forces of the United States, nationality, place of residence within the district, socioeconomic status, or disability. Enforcement of other district affirmative action/equity policies (2224, 4111.1, 4211.1 and 6121) contribute to this legally required equality of educational opportunity.

Staff members shall maintain professional relationships with pupils at all times and develop wholesome and constructive relationships with them. Staff members shall be expected to regard each pupil as an individual and to accord each pupil the rights and respect that are his/her due.

Staff members shall promote a learning environment that encourages fulfillment of each pupil's potential in regard to his/her program, consistent with district goals and with optimal opportunities for pupils. This goal may be reached by adapting instruction to individual needs, by:

- A. Insisting on reasonable standards of scholastic accomplishment for all pupils;
- B. Creating a positive atmosphere in and out of the classroom;
- C. Extending the same courtesy and respect that is expected of pupils;
- D. Treating all pupils with consistent fairness.

The board of education guarantees all pupils equal access to all academic programs within the learning environment.

Pupils shall respect the rights of other pupils to receive an education in an environment that is conducive to learning and personal growth. No pupil shall have the right to abridge another pupil's right to privacy or right to hold personal beliefs which are different from those of the mainstream.

#### **Service Animals**

Individuals with disabilities shall be permitted to be accompanied by their service animals in all areas of the school facilities where members of the community, participants in services, programs or activities, or invitees, as relevant, are allowed to go.

#### **Harassment**

The district's affirmative action program is part of each academic program regarding all pupils. No one--including pupils, staff members, vendors, volunteers, or visitors--shall commit an act of harassment/discrimination of any kind against any member of the school community on any of the grounds prohibited by law.

Harassment is defined as any gesture that is reasonably perceived as being motivated by an actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic; that will have the effect (actual or perceived) of harming a student or damaging the student's property. Harassment also includes any gesture that demeans or insults a student or group of students in such a way to cause substantial disruption in or interference with the orderly operation of the school.

Harassment may be claimed by a third party. That is, individuals who are not directly involved in the behavior may experience a hostile environment. They shall have the same legal rights to act under this policy as those directly victimized.

Any member of the student body may file a formal grievance related to harassment. The will receive all complaints and initiate a thorough investigation and will protect the rights of both the pupil making the complaint and the alleged harasser. Filing of a grievance or otherwise reporting harassment of any kind will not reflect upon the pupil's status nor affect future grades or class assignments.

The administration will inform all pupils that sexual harassment is prohibited in the educational setting. Specifically, no person employed by the district or by a vendor, or acting in a voluntary capacity, shall threaten or insinuate, either directly or indirectly, that a pupil's refusal to submit to sexual advances will adversely affect the pupils standing in the school setting. Pupils are forbidden to harass other pupils or staff members or vendors or volunteers through conduct or communications of a sexual nature within the school setting.

Findings of discrimination in the form of harassment will result in appropriate disciplinary action.

#### Equity in School

The board of education shall maintain an academic environment that is free from harassment and 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 or socioeconomic status. The board shall ensure that:

- A. School classrooms and facilities will be barrier free;
- B. Attention will be directed at attaining minority representation within each school that approximates the district's overall minority representation;
- C. The district curriculum will be aligned with the State's Core Curriculum Content Standards and address the elimination of discrimination by narrowing the achievement gap;
- D. All students have access to counseling services;
- E. Physical education program is equitable and co-educational.

Procedures shall be made available for pupils and/or parents/guardians who wish to file a grievance protesting alleged discriminatory or sexually (or other) harassing action. An immediate report of the allegation should be made to the affirmative action officer or chief school administrator. Violations of this policy or its related procedures shall be cause for appropriate disciplinary action.

#### Hate Crimes/Bias Incidents

An employee of the board who becomes aware in the course of his/her employment that a student or other staff person has committed a hate crime or is about to commit one shall immediately inform the building principal and chief school administrator. All incidents of hate/bias shall be reported whether they occur during school hours on school grounds or otherwise.

#### Implementation

The chief school administrator shall direct development of procedures regarding the implementation of this policy to include sanctions, protection of individual rights to confidentiality and due process, and notification procedures. The chief school administrator shall ensure that, annually, all staff and all

pupils (in means and terms that are age-appropriate) be thoroughly informed of this policy, their right to file grievances under this policy and the law and the procedures relative to filing. Further, all staff and pupils shall be informed annually of the identity of the district's affirmative action officer and how he/she may be contacted.

The chief school administrator shall also ensure that staff and pupils participate in educational programs relating to this policy and the maintenance of a safe and nurturing educational environment.

The chief school administrator shall use all customary methods of information dissemination to ensure that the community is informed of its policies on educational equity.

Adopted:

NJSBA Review/Update:

Readopted:

Key Words

Nondiscrimination, Affirmative Action, Equal Educational Opportunity, Harassment, Sexual Harassment

Legal References

Possible Cross References:

\*~~2224~~ Nondiscrimination/affirmative action

\*~~4111.1/4211.1~~ Nondiscrimination/affirmative action

\*~~5134~~ Married/pregnant pupils

\*~~6121~~ Nondiscrimination/affirmative action

\*~~6141~~ Curriculum design/development

\*~~6145~~ Extracurricular activities

\*~~6161.1~~ Guidelines for evaluation and selection of instructional materials

\*~~6171.4~~ Special education

\*Indicates policy is included in the Critical Policy Reference Manual.

PALISADES PARK SCHOOL DISTRICT

**Policy: 5134 MARRIED/PREGNANT STUDENTS**

No student, whether married or unmarried, who is otherwise eligible to attend the district's school(s) shall be denied an educational program solely because of pregnancy, childbirth, pregnancy-related disabilities, or actual or potential parenthood.

No married student who is otherwise eligible to attend the district's school(s) shall be denied an educational program solely because of his/her marital status.

A pregnant student who does not wish to attend regular classes or who is physically unable to do so during her pregnancy may, on her request, be assigned to either a formal alternative educational program or home instruction.

A student who has received an alternate educational program or home instruction for reasons associated with her pregnancy shall be readmitted to the regular school program upon her request and the written statement of a physician that she is physically fit to do so.

A pregnant student under the age of 18 who wishes to withdraw from the district must have the written permission of her parents/guardians.

Adopted: January 17, 2001

NJSBA Review/Update: February 2010

Readopted: April 21, 2010

Key Words

Married Students, Pregnant Students, Married Students, Pregnant Students

Legal References

Cross References:

\*5141.3 Health examinations and immunizations

\*5145.4 Equal educational opportunity

\*6145 Extracurricular activities

\*6154 Homework/makeup work

\*6172 Alternative educational programs

\*6173 Home instruction

\*Indicates policy is included in the Critical Policy Reference Manual.

PALISADES PARK SCHOOL DISTRICT