

**COMPREHENSIVE EQUITY PLAN  
ANNUAL STATEMENT OF ASSURANCE  
School Year 2017-2018**

<b>County:</b> Atlantic	
<b>School District, Charter School or Renaissance School Project:</b> Northfield City School District	
<b>Address:</b> 2000 New Road, Northfield, New Jersey 08223	
<b>Affirmative Action Officer (AAO):</b> Kevin Morrison and Maureen Vaccaro	<b>Telephone #:</b> (609) 407-4000
<b>AAO Email:</b> <a href="mailto:kmorrison@ncs-nj.org">kmorrison@ncs-nj.org</a> and <a href="mailto:mvaccaro@ncs-nj.org">mvaccaro@ncs-nj.org</a>	
<b>Alternate Contact Person:</b> Linda Albright	<b>Telephone #:</b> (609) 407-4000
<b>Title:</b> School Business Administrator	<b>Email:</b> <a href="mailto:lalbright@ncs-nj.org">lalbright@ncs-nj.org</a>

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2016-17 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. Areas of noncompliance, as indicated in the Comprehensive Equity Plan, are now meeting specific indicators of achievement at each site, if applicable, as measured during this previous school year.
  
2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved Comprehensive Equity Plan.
  
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: *N.J.S.A. 18A:36-20; N.J.S.A. 10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.*

**CERTIFICATION:** By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name Pedro P. Bretones

Title: Superintendent

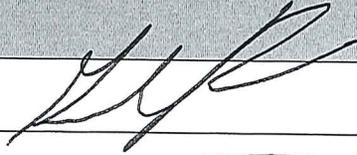
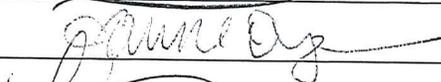
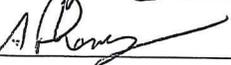
Signature: 

Date: 8/30/17

### APPENDIX A: AFFIRMATIVE ACTION TEAM

The following Affirmative Action Team (AAT) members that participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT must consist of a minimum of three personnel and be comprised of diverse stakeholders.

**SCHOOL DISTRICT, CHARTER SCHOOL AND RENAISSANCE SCHOOL PROJECT NAME:**

NAME	TITLE	GRADE LEVEL (if applicable)	SIGNATURE
GLENN ROBBINS	Affirmative Action Officer	5-8	
MARLENE VACCARO	"	K-4	
JANICE DYE	DIRECTOR CURRIC.	K-8	
LINDA AUBRIGHT	B. A.	K-8	
ROBERT GARQUILO	INTERIM SUPER	K-8	
RYAN COMMUNALE	GUIDANCE	K-4	
ALBINO FROMMATHES	TECH	K-8	

# Comprehensive Equity Plan Statement of Assurance

to be Submitted with the Three-Year CEP

## School District, Charter School or Renaissance School Project Information:

County: ATLANTIC	
School District/Charter School/Renaissance School Project: NORTHFIELD COMMUNITY SCHOOL	
Address: 2000 NEW ROAD, NORTHFIELD, NJ 08225	
Affirmative Action Officer (AAO): GLENN ROBBINS / MAUREEN MACCARONE	Telephone #: 609-407-4000
AAO Email: GROBBINS@NCS-NJ.ORG / MMACCARONE@NCS-NJ.ORG	
Alternate Contact Person: LINDA ALBRIGHT	Telephone #: 609-407-4000
Title: SCHOOL BUSINESS ADM	Email: LALBRIGHT@NCS-NJ.ORG

1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
2. The local Board has authorized the submission of the Comprehensive Equity Plan, and will support full implementation of the plan on September 1, 2016 upon approval by the New Jersey State Department of Education.
3. The school district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes and regulations governing equity in education including, but not limited to: N.J.S.A.18A:3620; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

### CERTIFICATION:

By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name ROBERT GARQUIN Title INTERIM SUPERINTENDENT

Signature: RO Garquin Date: 3/22/16

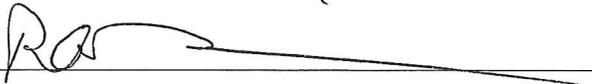
# COMPREHENSIVE EQUITY PLAN ANNUAL STATEMENT OF ASSURANCE

School Year 2018-2019

<b>County:</b> ATLANTIC	
<b>School District, Charter School or Renaissance school project:</b> NORFIELD Community School	
<b>Address:</b> 2006 NEW ROAD NORFIELD, NJ	
<b>Affirmative Action Officer (AAO):</b> GLENN ROBBINS / MAUREEN VACCARO	<b>Telephone #:</b> 609-407-4000
<b>AAO Email:</b> GROBBINS@NCS-NJ.ORG / MVACCARO@NCS-NJ.ORG	
<b>Alternate Contact Person:</b> LINDA ALBRIGHT	<b>Telephone #:</b> 609-407-4000
<b>Title:</b> SCHOOL BUSINESS ADM.	<b>Email:</b> LALBRIGHT@NCS-NJ.ORG

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2017-18 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved Comprehensive Equity Plan.
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: N.J.S.A.18A:3620; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

CERTIFICATION: By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name ROBERT GARQUILU Title INTERIM Supt  
 Signature:  Date: 3-27-18

# COMPREHENSIVE EQUITY PLAN ANNUAL STATEMENT OF ASSURANCE

School Year 2017-2018

<b>County:</b> ATLANTIC	
<b>School District, Charter School or Renaissance School Project:</b> NORTHFIELD COMMUNITY SCHOOL	
<b>Address:</b> 2000 NEW ROAD NORTHFIELD, NJ	
<b>Affirmative Action Officer (AAO):</b> GLENN ROBBINS / MAUREEN MUACCAHO	<b>Telephone #:</b> 609-407-4000
<b>AAO Email:</b> GROBBINS@NCS-NJ.ORG MUACCAHO@NCS-NJ.ORG	
<b>Alternate Contact Person:</b> LINDA ALBRIGHT	<b>Telephone #:</b> 609-407-4000
<b>Title:</b> SCHOOL RES ADM	<b>Email:</b> LALBRIGHT@NCS-NJ.ORG

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2016-17 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved Comprehensive Equity Plan.
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: N.J.S.A.18A:3620; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

**CERTIFICATION:** By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name ROBERT GARQUIW Title ~~3/29/16~~ DURHAM SUPER

Signature:  Date: 3-27-16

## 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*.

<b>I. BOARD RESPONSIBILITY</b>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.	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 <b>A.</b> Adopt or re-adopt written equality and equity policies, requiring the following:			
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	Design Thinking Manifesto/Character Ed/Mix It Up Day/No Place for Hate Program/CAP Program/School Safety Team Meetings/Ed Camp for Middle School/ Star Mentor Program/Renaissance Program	
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	Policy 1330 Use of School Facilities Adopted 3/26/12	
c) Provide equitable treatment for pregnant and married students.	Yes	Policy 5134 Married or Pregnant Adopted 10/24/11	
d) Prohibit or eliminate all forms of harassment, including sexual	Yes	5131.1 Harassment Intimidation and Bullying Adopted 10/24/11	

I. <b><u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
harassment, intimidation and bullying. (P.L.2010,c122).			
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	Policy 4111 Hiring Selection Adopted 10/24/11	
3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	May 18, 2015 Annual Renew AAO- Glenn Robbins, Maureen Vaccaro 504- Glenn Robbins, Maureen Vaccaro  Upcoming 5/23/2016	
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	Yes	Staff calendar, Staff Handbook	
B. Authorize the Affirmative Action 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.	Yes	Board Resolution Minutes	
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	Yes	Action Plans, CAP, QSAC, BOE PARCC Presentation, Grade Level Meetings, Faculty meetings BSI/LEP meetings	

I. <b><u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
<p>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>			
<p><b>D.</b> Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:</p>	Yes	Board Resolution 3/21/16	
<p>1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	Yes	Web Site/Parent and Volunteer Training/ Staff and Student Handbook BSI/ELL Parent Compacts	
<p>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 equity responsibilities.</p>	Yes	Regulation #2224 Response to Alleged Acts of Discrimination	
<p>3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of</p>	Yes	Web Site	

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.	List name of noncompliant school(s) in the district
the CEP, policy(ies), grievance procedures and annual reports.			
4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	5131.1 Harassment Intimidation Adopted 10/24/11	
5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	Yes	Monthly BOE presentation, Benchmark assessments, MAP assessments	
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	Faculty meeting/ JIFF Trainings	
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 website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	Yes	(For County Vocational School Districts Only)	

<b>II. <u>STAFF DEVELOPMENT AND TRAINING</u></b> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance</b> <b>MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
<b>A.</b> 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 to:	Yes	Back To School Night/Parent Conferences/ PARCC Parent Outreach/Faculty Meetings	
1) Certificated (administrative and professional) staff.	Yes	Certified Staff Report	
2) Non-certificated (non-professional) staff.	Yes	All contracts renewed May BOE meeting	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
<p><b>A. Equality and Equity in Curriculum</b>            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; Castañeda 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 that they address 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	OnCourse Information System, District website	
<p>a) School climate and culture, safe and positive learning environment</p>	Yes	No Place for Hate Program/CAP Program/School Safety Team Meetings/Ed Camp for Middle School/ Star Mentor Program/Renaissance Program, Vision and Mission Statement	
<p>b) Courses of study, including physical education</p>	Yes	Curriculum Guides	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>MUST include Board policy title, number and date of adoption.</b>	List name of noncompliant school(s) in the district
c) Library materials/instructional materials and strategies	Yes	Curriculum Guides	
d) Technology/software and audiovisual materials	Yes	Curriculum Guides	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	5131.1 Harassment Intimidation and Bullying Adopted 10/24/11	
f) Extra-curricular programs and activities	Yes	SACC after school program	
g) Tests and other assessments	Yes	MAPP/PARCC/Benchmarks	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Class Lists	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	Yes	Lesson Plans/Curriculum Guides, Grade level meetings.	
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	Lesson Plans/Curriculum Guides, Grade level meetings.	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	Yes	Lesson Plans/Curriculum Guides, Grade level meetings. Adopted Curriculum	
<b>B. Equality and Equity in Student Access</b> 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	5120 Assessment of Individual Needs Adopted 10/24/11	
1) Ensure equal and barrier-free access to all school and classroom facilities.	Yes	5120 Assessment of Individual Needs Adopted 10/24/11	
2) Attain minority representation of students within each school, including racial and ethnic balance, that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.	Yes	NA/ One school district	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	NA	
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	5145 Equal Education Opportunity Adopted 10/24/11	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	Yes	Policy 6172 Gifted and Talented 10/24/11	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	EVVRS report	
c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced	Yes	5145 Equal Education Opportunity Adopted 10/24/11	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, 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	Policy 6142.2 ESL/BIL Adopted 10/24/11	
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Yes	Policy 6171.4 Special Education Adopted 10/24/11	
f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Individual registration packets located in elementary and middle school office/all in compliance	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	ACCESS for ELL	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Assessment/IR&S/ Norm references/ 504 Plans/BSI/	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
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	Lunch Bunch tutoring, ELL teachers available for tutoring and mentoring	
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	Policy 5134 Married or Pregnant Adopted 10/24/11	
<b>C. Equality and Equity in Guidance Programs and Services</b> N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998  Ensure that the district, charter and renaissance school project's guidance program provides the following:	Yes	WEB Site/Counselor Availability/ In Class and Individual counseling	
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.	Yes	WEB Site/Counselor Availability/ In Class and Individual counseling	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
2) 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.	Yes	College and Career Readiness Standards and Lesson Plans	
3) Bias-free materials for use by counselors.	Yes	CAP/Forest Friends/Character Ed	
<b>D. Equality and Equity in Physical Education</b> <small>N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</small>  Ensure that the physical education program and instructional activities are equitable.	Yes	Curriculum guides	
<b>E. Equality and Equity in Athletic Programs</b> <small>Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</small>  Ensure that the athletic program accomplishes the following:			
1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	Rosters/SACC Programs	
2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	SACC Program Schedule and Room Use	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	ALL PO's/Contracts/Salary Guides	
4) Comparable facilities for male and female teams.	Yes	Site plans and facility blueprints	

<b>IV. EMPLOYMENT/CONTRACT PRACTICES</b> 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)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
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	Policy 4111 Recruitment, Selection and Hiring October 2011  Policy 4111.1 Nondiscrimination Affirmative Action October 2011	
2) Target recruiting practices for under-represented populations in every category of employment.	Yes	Policy 4111 Recruitment, Selection and Hiring October 2011  Policy 4111.1 Nondiscrimination Affirmative Action October 2011	
3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	Yes	Policy 4111 Recruitment, Selection and Hiring October 2011  Policy 4111.1 Nondiscrimination Affirmative Action October 2011	
4) Monitor promotions and transfers to ensure non-discrimination.	Yes	Policy 4111.1 Nondiscrimination Affirmative Action October 2011	

<b>IV. EMPLOYMENT/CONTRACT PRACTICES</b> 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)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	Salary Guides, Contracts	
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	PO includes language RFQ and BIDS include language Policy 3320 Purchasing Procedures October 2011	
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.	Yes	PO includes language RFQ and BIDS include language Policy 3320 Purchasing Procedures October 2011	