

Policy

**Chester Township
Board of Education**

**Policy No. 8105
Equal Employment
Opportunities**

EQUAL EMPLOYMENT OPPORTUNITIES

The Chester Township board of Education shall comply with all State and Federal laws related to equal employment, including but not limited to the New Jersey Law Against Discrimination (N.J.S.A. 10:5-1 et seq.); Title VI of the New Jersey Administrative Code, Title VII of the Civil Rights Act of 1972, Executive Order 11246 as amended, Equal pay Act of 1963 as amended, and Title IX of the Education Amendments of the 1972 Federal Higher Education Act.

The board of Education shall designate a member of the professional staff to serve in the capacity of Affirmative Action Officer/Title IX Coordinator. This coordinator will have full authority to oversee the district's efforts to comply with and carry out all of its responsibilities and obligations pursuant to Title VI and Title IX. Any complaint or grievance pertaining to Equal Employment Opportunities that is filed against the Board of Education will be investigated by the coordinator.

The Board of Education will notify all of its employees of the name, office location, address and telephone number of the coordinator. Furthermore, the Board of Education will publish its adopted employee grievance procedure policy in order to facilitate the prompt and equitable resolution of complaints alleging any action, which is prohibited by New Jersey Title VI and/or Federal law Title IX.

The Chester Township Board of Education guarantees that:

1. No person shall, on the basis or sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment or recruitment, consideration, or selection therefore, whether full-time or part-time.
2. All employment decisions shall be made in a non-discriminatory manner and shall not limit, segregate, or classify applicants or employees in any way which could adversely affect any applicant's or employee's employment opportunities or status because of sex.
3. It will not enter into any contractual or other relationship which directly or indirectly has the effect of subjecting employees to discrimination prohibited by this policy, including relationships with employment and referral agencies, with labor unions and with organizations providing or administering fringe benefits to employees of the Board.
4. It will not grant preferences to applicants for employment on the basis or attendance at any educational institution or entity which admits as students only or predominantly members of one sex, if the giving of such preferences has the effect of discriminating on the basis of sex in violation of this policy.

5. It will not make or enforce any policy or practice which, on the basis of sex, makes distinctions in rates of pay or other compensation or results in the payment of wages to employees of one sex at a rate less than that paid to employees of the opposite sex for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions
6. It will not classify a job as being for males or for females or maintain or establish separate lines of progression, seniority lists, career ladders, or tenure systems based on sex, unless sex is a bona-fide occupational qualification for the positions in question such as a female physical education teacher.
7. It will not maintain or establish separate lines of progression, seniority lists, career ladders, or tenure systems for similar jobs, position descriptions, or job requirements which classify persons on the basis of sex, unless sex is a bona-fide occupational qualification.
8. It will not administer, operate, offer or participate in a fringe benefit plan, which does not provide either for equal periodic benefits for members of each sex or equal contributions to the plan by such recipients for members of each sex.
9. It will not adopt any policy or take any employment action concerning the potential marital, parental or family status of an employee or applicant for employment, which treats persons differently on the basis of sex.
10. It will not discriminate against or exclude from employment any employee or applicant for employment on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom.

Date Revised: 03/02/04

Date Adopted: 5/17/77

Readopted: January
2024

Legal References:

10:5-1 et seq.

18A:6-5, 6-6, 58-16

NJAC 6:4-1 et seq.