

Affirmative Action Team

The following Affirmative Action Team (AAT) members 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. Add rows to Table 1 as needed.

School District, Charter School or Renaissance School Project Name:

Table 1: Affirmative Action Team Members

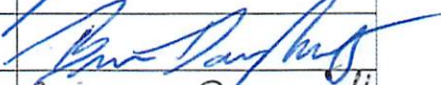
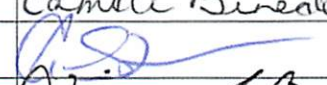
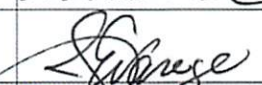
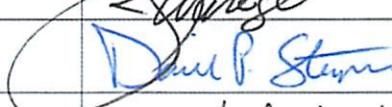
Name	Title	Grade Level (If applicable)	Signature
Dr. Joseph Trivisonno	Affirmative Action Officer	District	
Mr. Brian Dougherty	Director of Technology	District	
Mrs. Camille Benedetto	Child Study Team	Grades 9 – 12	Camille Benedetto
Mrs. Allison Steffaro	Teacher	Grade 8	
Mrs. Tricia Liloia	Teacher	Grade 3	Tricia Liloia
Mrs. Nicole Howell	Guidance Counselor	Grades K – 2	Nicole Howell
Mrs. Amanda Wance	Guidance Counselor	Grade Pre K	A Wance
Mrs. Jodi Evanego	Social Worker	District	
Mr. Dan Stempora	SREA President	District	
Mrs. Jill Kababick	Parent		Jill Kababick

Table 2: Equity in School and Classroom Practices, that shall, as a minimum, do the following (N.J.A.C. 6A:7-1.7)

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List sch
Identify and address all forms of prejudice and discrimination in all district, charter or renaissance school project activities and programs, practices, curricula, instructional materials and assessments.	Yes	- File Code 5145.4: Equal Educational Opportunity (Adopted 12/27/18) - File Code 5145.6: Student Grievances (Adopted 12/18/17) - File Code 5145.7: Gender Identity and Expression (Adopted 12/18/17, Revised 6/27/19) - File Code 6161.2: Complaints Regarding Instructional Materials (Adopted 12/18/17) - File Code 6300: Evaluation of the Instructional Program (Adopted 12/18/17)	
Ensure equitable access to all schools, facilities, activities and programs, and benefits for all students regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	- File Code 5145.4: Equal Educational Opportunity (Adopted 12/27/18) - File Code 6121: Nondiscrimination/Affirmative Action (Adopted 2/22/96, Revised 12/18/17) - File Code 6161.1: Guidelines for Evaluation and Selection of Instructional Materials (Adopted 2/22/96, Revised 12/18/17) - File Code 6156: Instructional Planning and Scheduling (Adopted 12/18/17, Revised 1/17/18)	
Provide equitable treatment for pregnant and married students	Yes	- File Code 5134 Married/ Pregnant and Lactating Students (Adopted 11/20/95, Revised 3/24/22) - File Code 5145.4: Equal Educational Opportunity (Adopted 9/27/18)	
Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	Yes	- File Code 5131.1: Harassment, Intimidation and Bullying (Adopted 9/27/18, Revised 12/19/22) - File Code 5145.7: Gender Identity and Expression (Adopted 12/18/17) - GCN Module: Anti-Bullying Bill of Rights - GCN Module: Affirmative Action – NJ - GCN Module: Transgender and Gender Non-Conforming Awareness in Schools	

Table 3: Affirmative Action Officer, Affirmative Action Team, Develop Comprehensive Equity Plan

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List r scho
The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter or renaissance school project school's Section 504 Officer and/or the district, charter or renaissance school project's Title IX Coordinator. (N.J.A.C. 6A-7-1.5).	Yes	- File Code 2224: Nondiscrimination/ Affirmative Action (Adopted 8/24/95, Revised 12/18/17) - File Code 4111.1/4211.1: Nondiscrimination/Affirmative Action (Adopted 8/24/95, Revised (Adopted 12/18/17) - Job Description on File in Board Office	
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	- File Code 4131/4131.1: Staff Development: In-Service Education/ Visitation/ Conference (Adopted 9/27/18) - File Code 4231/4231.1: Staff Development; In-Service Education/ Visitations/ Conferences (Adopted 10/23/95, Revised 12/18/17) - GCN Modules to align with NJDOE Professional Development Regulations	
Authorize the Affirmative Action Officer and 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 NJQSAC. Charter and renaissance school projects will report annual progress in the NJDOE, Office of Charter and Renaissance Schools Annual Report.	Yes	- File Code 2224: Nondiscrimination/ Affirmative Action (Adopted 8/24/95, Revised 12/18/17) - File Code 4111.1/4211.1: Nondiscrimination/Affirmative Action (Adopted 8/24/95, Revised (Adopted 12/18/17) - File Code 5145.4: Equal Educational Opportunity (Adopted 12/18/17, Revised 9/27/18) - File Code 6121: Nondiscrimination, Affirmative Action (Adopted 2/22/96, Revised 12/18/17)	
Collect and analyze Annual Yearly Progress Target data for underperforming student groups 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	Yes	- File Code 5120: Assessment of Individual Needs (Adopted 11/20/95, Revised 12/18/17) - File Code 6142.2: English as a Second Language; Bilingual Programs (Adopted 2/22/96, Revised 12/18/17) - File Code 6146: Graduation Requirements (Adopted 2/22/96, Revised 12/18/17) - File Code 6147: Standards of Proficiency (Adopted 2/22/96, Revised 1/28/21) - File Code 6147.1: Evaluation of Individual Student Performance (Adopted 2/22/96, Revised 12/18/17) - File Code 6171.4: Special Education (Adopted 2/27/96, Revised 12/18/17)	

	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
r representation ctices; quality of tisfaction data. forming student Target reports			

Table 4: Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing t

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List scho
Inform the school community of the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equity in educational activities and programs.	Yes	- File Code 1100 Communicating with the Public (Adopted 8/24/95, Revised 12/18/17) - File Code 1111: District Publications (Adopted 8/24/95, Revised 12/18/17) - File Code 6162.4: Community Resources (Adopted 2/22/96, Revised 12/18/17) - File Code 6161.2: Complaints Regarding Instructional Materials (Adopted 12/18/17) - South River School District Website: Diversity, Equity and Inclusion Webpage - South River School District Website: Affirmative Action Webpage	
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, or renaissance school projects equity responsibilities.	Yes	- File Code 2224: Nondiscrimination/ Affirmative Action (Adopted 8/24/95, Revised 12/18/17) - File Code 4111.1/4211.1: Nondiscrimination/Affirmative Action (Adopted 8/24/95, Revised (Adopted 12/18/17) - Job Description on File in Board Office - South River School District Website: Affirmative Action Webpage	
Inform students, staff and the community of the name, office address, and phone number of the district, charter, or renaissance school project's AAO, and publicize the location and availability of the district, charter, or renaissance school project's CEP, policies, grievance procedures and annual reports.	Yes	- File Code 2224: Nondiscrimination/ Affirmative Action (Adopted 8/24/95, Revised 12/18/17) - File Code 4111.1/4211.1: Nondiscrimination/Affirmative Action (Adopted 8/24/95, Revised (Adopted 12/18/17) - File Code 5145.6: Student Grievances (Adopted 11/20/95, Revised 12/18/17) - Job Description on File in Board Office - South River School District Website: Affirmative Action Webpage - South River School District Website: Board of Education Policies Webpage	
Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	- File Code 2224: Nondiscrimination/ Affirmative Action (Adopted 8/24/95, Revised 12/18/17) - File Code 4111.1: Nondiscrimination/ Affirmative Action (Adopted 10/23/95, Revised 12/18/17) - File Code 5131.1: Harassment, Intimidation and Bullying (Adopted 9/27/18, Revised 12/19/22)	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	- File Code 6142.2: English as a Second Language; Bilingual Programs (Adopted 2/22/96, Revised 12/18/17) - File Code 6146: Graduation Requirements (Adopted 2/22/96, Revised 12/18/17) - File Code 6147: Standards of Proficiency (Adopted 2/22/96, Revised 1/28/21) - File Code 6147.1: Evaluation of Individual Student Performance (Adopted 2/22/96, Revised 12/18/17)	

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List i scho
		Annual Report Posted to the South River School District Website and Annual Board of Education Presentation of Testing Data and Results	
Authorize the AAO to conduct yearly equity training for all staff.	Yes	- File Code 4131/4131.1: Staff Development: In-Service Education/ Visitation/ Conference (Adopted 9/27/18) - File Code 4231/4231.1: Staff Development; In-Service Education/ Visitations/ Conferences (Adopted 10/23/95, Revised 12/18/17) - GCN Module: Anti-Bullying Bill of Rights - GCN Module: Affirmative Action – NJ - GCN Module: Transgender and Gender Non-Conforming Awareness in Schools	
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 county vocational school district website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	Yes	(For County Vocational School Districts Only)	

Staff Development and Training

Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement inequities arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) every school year, as follows (Table 5).

Table 5: Staff Development and Training (N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5)

Staff Development and Training	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List scho
All certificated (administrative and professional) staff.	Yes	• File Code 2224: Nondiscrimination/ Affirmative Action (Adopted 8/24/95, Revised 12/18/17) • File Code 4111.1: Nondiscrimination/ Affirmative Action (Adopted 10/23/95, Revised 12/18/17) • File Code 4131/4131.1: Staff Development: In-service Education/ Visitation/ Conference (Adopted 9/27/18) • Global Compliance Network Electronic Training record of completion	
All non-certificated (non-professional) staff	Yes	• File Code 2224: Nondiscrimination/ Affirmative Action (Adopted 8/24/95, Revised 12/18/17) • File Code 4111.1: Nondiscrimination/ Affirmative Action (Adopted 10/23/95, Revised 12/18/17) • File Code 4231/4231.1: Staff Development; In-service Education/ Visitations/ Conferences (Adopted 10/23/95, Revised 12/18/17) • Global Compliance Network Electronic Training record of completion	

School and Classroom Practices

A. Equity in Curriculum (Tables 6 and 7)

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.

Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the New Jersey Student Learning Standards and address the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational activities and opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Areas covered include, but are not

Table 6: Equity in Curriculum

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	Listed
School climate and culture, safe and positive learning environment.	Yes	- File Code 2224: Nondiscrimination/Affirmative Action (Adopted 8/28/95, Revised 12/18/17) - File Code 2224R: Nondiscrimination/Affirmative Action Regulation - File Code 5131: Conduct/ Discipline (Adopted 9/27/18) - File Code 5131R: Code of Student Conduct: Regulation (Adopted 12/18/17, Revised 9/22/22) - File Code 5142: Student Safety (Adopted 11/20/95, Revised 9/22/22) - File Code 5145.4: Equal Educational Opportunity (Adopted 12/18/17, Revised 9/27/18) - File Code 6141.2: Recognition of Religious Beliefs (Adopted 9/25/03, Revised 12/18/17) - File Code 6300: Evaluation of Instructional Program (Adopted 12/18/17, Revised 2/28/19)	
Courses of study, including Physical Education	Yes	- File Code 5145.4: Equal Educational Opportunity (Adopted 12/18/17, Revised 9/27/18) - File Code 6141: Curriculum Design/ Development (Adopted 2/22/96, Revised 12/18/17) - File Code 6142.4: Physical Education and Health (Adopted 2/22/96, Revised 12/18/17) - File Code 6147: Standards of Proficiency (Adopted 2/22/96, Revised 1/28/21) - File Code 6161.1: Guidelines for Evaluation and Selection of Instructional Materials (Adopted 2/22/96, Revised 12/18/17)	

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	Lis scl
		• File Code 6161.2: Complaints Regarding Instructional Materials (Adopted 12/18/17) • File Code 6171.1: Remedial Instruction (Adopted 2/22/96, Revised 12/18/17) • File Code 6171.2: Gifted and Talented (Adopted 2/22/96, Revised 11/23/20) • File Code 6171.3: Title 1 Improving Academic Achievement and Parent and Family Engagement (Adopted (Adopted 9/27/18, Revised 12/18/17) • File Code 6300: Evaluation of Instructional Program (Adopted 12/18/17, Revised 2/28/19) • Atlas Rubicon as the Curriculum repository • High School Program of Studies • Lesson Plans collected and reviewed in genesis	
Library materials/Instructional materials and strategies	Yes	• File Code 6163.1: Media Center/ Library (Adopted 12/18/17) • File Code 6161.1: Guidelines for Evaluation and Selection of Instructional Materials (Adopted 2/22/96, Revised 12/18/17) • File Code 6161.2: Complaints Regarding Instructional Materials (Adopted 12/18/17) • File Code 6300: Evaluation of Instructional Program (Adopted 12/18/17, Revised 2/28/19) • Material Samples at each school • Professional Library centrally located • Lesson Plans collected and reviewed in Genesis	
Technology/software and audio-visual materials	Yes	• File Code 6142.10: Internet Safety and Technology 8/22/96, Revised 12/18/17) • File Code 6163.1: Media Center/ Library (Adopted 12/18/17) • Statement of Assurance from Director of Technology	
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	Yes	• File Code 5131.1: Harassment, Intimidation and Bullying (Adopted 9/27/18, Revised 12/19/22) • File Code 5145.4: Equal Educational Opportunity (Adopted 12/18/17, Revised 9/27/18) • File Code 6164.2: Guidance Services (Adopted 2/22/96, Revised 12/18/17) • Student Handbook by School	
Extra-curricular activities and programs	Yes	• File Code 5145.4: Equal Educational Opportunity (Adopted 12/18/17, Revised 9/27/18) • File Code 6145: Extracurricular Activities (Adopted 12/18/17)	

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	Lis scl
		• File Code 6145.1/6145.2: Intramural Competition; Interscholastic Competition (Adopted 12/28/17, Revised 9/27/18) • Elementary School Drama Production • Middle and High School Robotics Clubs • National Honor Society • FBLA • Robotics Clubs (HS and MS)	
Tests and other assessments	Yes	• File Code 6146: Graduation Requirements (Adopted 2/22/96, Revised 12/18/17) • File Code 6147: Standards of Proficiency (Adopted 2/22/96, Revised 1/28/21) • File Code 6147.1 Evaluation of Individual Student Performance (Adopted 2/22/96, Revised 12/18/17)	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	• File Code 5145.4: Equal Educational Opportunity (Adopted 9/27/18) • File Code 6141: Curriculum Design/ Development (Adopted 2/22/96, Revised 12/18/17) • File Code 6141.2: Recognition of Religious Beliefs (Adopted 9/25/03, Revised 12/18/17) • File Code 6171: Special Instructional Programs (Adopted 2/22/96, Revised 12/18/17) • File Code 6171.2: Gifted and Talented (Adopted 2/22/96, Revised 11/23/20) • File Code 6171.3: Title I: Improving Academic Achievement and Parent and Family Engagement (Adopted 9/27/18) • File Code 6171.4: Special Education (Adopted 12/18/17, Revised 9/27/18) • File Code 6300: Evaluation of Instructional Program (Adopted 12/18/17, Revised 2/28/19)	

Table 7: Equity in Curriculum

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision
Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	• File Code 5145.4: Equal Educational Opportunity (Adopted 9/27/18) • File Code 6141: Curriculum Design/ Development (Adopted 2/22/96, Revised 12/18/17) • File Code 6141.2: Recognition of Religious Beliefs (Adopted 9/25/03, Revised 12/18/17) • Sample Activities from schools including multicultural fair. • Sample Activities from the District Curriculum Fair
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	• File Code 6140: Curriculum Adoption (Adopted 2/22/96, Revised 12/18/17) • File Code 6141: Curriculum Design/ Development (Adopted 2/22/96, Revised 12/18/17) • File Code 6161.1: Guidelines for Evaluation and Selection of Instructional Materials (Adopted 2/22/96, Revised 12/18/17) • District Holocaust and Amistad Curriculum Crosswalk • Board Approved Curriculum
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	Yes	• File Code 6140: Curriculum Adoption (Adopted 2/22/96, Revised 12/18/17) • File Code 6141: Curriculum Design/ Development (Adopted 2/22/96, Revised 12/18/17) • File Code 6161.1: Guidelines for Evaluation and Selection of Instructional Materials (Adopted 2/22/96, Revised 12/18/17) • District Holocaust and Amistad Curriculum Crosswalk • Board Approved Curriculum
Include instruction on all curricular requirements pursuant to N.J.A.C. 6A:8, including curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	• File Code 6140: Curriculum Adoption (Adopted 2/22/96, Revised 12/18/17) • File Code 6141: Curriculum Design/ Development (Adopted 2/22/96, Revised 12/18/17) • File Code 6142: Subject Fields (Adopted 2/22/96, Revised 12/18/17) • File Code 6161.1: Guidelines for Evaluation and Selection of Instructional Materials (Adopted 2/22/96, Revised 12/18/17) • File Code 6161.2: Complaints Regarding Instructional Materials (Adopted 12/18/17) • Board Approved Curriculum

B. Equity in Student Access
(Tables 8–10)

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 199 Discrimination and Denial of Services in Vocational Education (Adopted 1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pic

Provide equitable and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of the protected categories listed 8):

Table 8: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include B policy title, number and date of adoption and or revision
Ensure equal and barrier-free access to all school and classroom facilities.	Yes	• File Code 2224: Nondiscrimination/Affirmative Action (Adopted 8/28/95, Revised 12/18/17) • File Code 2224R: Nondiscrimination/Affirmative Action Regulation • File Code 5145.4: Equal Educational Opportunity (Adopted 9/27/18) • File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 7110: Long-Range Facilities Planning (Adopted 2/22/96, Revised 12/18/17) • File Code 6156: Instructional Planning and Scheduling (Adopted 12/18/17, Revised 1/17/18)
Attain minority representation of students within each school, including racial and ethnic balance, within each school, which approximates the district, charter, or renaissance school project's overall minority racial and ethnic representation.	Yes	• File Code 5111: Admission (Adopted 11/1/95, Revised 12/18/17) • File Code 5119: Transfers (Adopted 12/18/17) • File Code 5145.4: Equal Educational Opportunity (Adopted 9/27/18) • File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6156: Instructional Planning and Scheduling (Adopted 12/18/17, Revised 1/17/18) • Civil Rights Data Collection • Class Rosters
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	• File Code 7110: Long-Range Facilities Planning (Adopted 2/22/96, Revised 12/18/17) • File Code 7115: Developing Educational Specifications (Adopted 2/22/96, Revised 12/18/17)
Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in	Yes	• File Code 5120: Assessment of Individual Needs (Adopted 11/20/95, Revised 12/18/17)

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include B policy title, number and date of adoption and or revision
disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities, except as provided under N.J.A.C. 6A:7-1.7(b), which permits a district, at its discretion, to conduct portions of classes that deal exclusively with human sexuality in separate developmentally appropriate sessions based on gender identity, provided the course content for each such separately conducted sessions is the same.		• File Code 5145.4: Equal Educational Opportunity (Adopted 9/27/18) • File Code 6010: Goals and Objectives (Adopted 2/22/96, Revised 12/18/17) • File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6142.4: Physical Education and Health (Adopted 2/22/96, Revised 12/18/17) • File Code 6145: Extracurricular Activities (Adopted 12/18/17) • File Code 6145.1, 6145.2: Intramural Competition; Interscholastic Competition (Adopted 12/18/17, revised 9/27/18) • File Code 6300: Evaluation of the Instructional Program (Adopted 2/22/96, Revised 12/18/17)

Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within programs or extracurricular activities (Tables 9 and 10)

Table 9: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include B policy title, number and date of adoption and or revision
Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	• File Code 6010: Goals and Objectives (Adopted 2/22/96, Revised 12/18/17) • File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6171.2: Gifted and Talented (Adopted 2/22/96, Revised 11/23/20) • File Code 6300: Evaluation of the Instructional Program (Adopted 2/22/96, Revised 12/18/17)
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	• File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 5131: Code of Student Conduct: 12/18/17, Revised 9/27/18) • File Code 5131R: Code of Student Conduct: Regulation (Adopted 12/18/17, Revised 9/22/22) • File Code 5145.6: Student Grievances (Board Adopted 11/20/95, Revised 12/18/17)
Ensure equitable and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically advanced instructional assistance, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	• File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6142.10: Internet Safety and Technology (Adopted 8/22/96, Revised 12/18/17) • File Code: 6142.12: Career and Technical Education (Adopted 2/22/96, Revised 12/18/17) • File Code: 6161.2: Complaints Regarding Instructional Materials (Adopted 12/18/17)
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	Yes	• File Code 6010: Goals and Objectives (Adopted 2/22/96, Revised 12/18/17) • File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6142.2: English as a Second Language (Adopted 2/22/96, Revised 12/18/17)
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	Yes	• File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6164.1 Intervention and Referral Services (Board Adoption 12/18/17) • File Code 6171: Special Instructional Programs (Adopted 2/22/96, revised 12/18/17)

	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
cedures are in compliance l case law.	Yes	• File Code 5111: Admission (Adopted 11/1/95, Revised 12/18/17) • File Code 5119: Transfers (Board Adoption 12/18/17) • File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6162.4: Community Resources (Adopted 2/22/96, Revised 12/18/17)	

Table 10: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include a policy title, number and date of adoption and/or revision
Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of multilingual learners.	Yes	- File Code 6010: Goals and Objectives (Adopted 2/22/96, Revised 12/18/17) - File Code 6142.2: English as a Second Language (Adopted 2/22/96, Revised 12/18/17) - ACCESS 2.0 Testing and roster results - Home Language Survey provided to students upon registration
Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	- File Code 6010: Goals and Objectives (Adopted 2/22/96, Revised 12/18/17) - File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) - File Code 6161.2: Complaints Regarding Instructional Materials (Adopted 12/18/17) - File Code 6164.1 Intervention and Referral Services (Board Adoption 12/18/17) - File Code 6171: Special Instructional Programs (Adopted 2/22/96, revised 12/18/17)
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	Yes	- File Code 5141: Health (Adopted 11/20/95, Revised 12/18/17) - File Code 5141.21: Administering Medication (Adopted 11/20/95, Revised 5/2/18) - File Code 5141.3 Health Examinations and Immunizations (Adopted 11/20/95, Revised 12/18/17) - File Code 6142.2: English as a Second Language (Adopted 2/22/96, Revised 12/18/17) - File Code 6164.1 Intervention and Referral Services (Adopted 12/18/17) - File Code 6171.3: Title I Improving Academic Achievement and Parent and Family Engagement (Adopted 12/18/17, Revised 9/27/18)
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	Yes	- File Code 5134: Married/ Pregnant and Lactating Students (Adopted 11/20/95 Revised 3/24/22) - File Code 5145.4: Equal Educational Opportunity (Adopted 9/27/18) - File Code 6171: Special Instructional Programs (Adopted 2/22/96, revised 12/18/17) - File Code 6162.4: Community Resources (Adopted 2/22/96, Revised 12/18/17) - File Code 6173: Home Instruction (Adopted 2/22/96, Revised 12/18/17)

C. Equity in Guidance Programs and Services

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 school district, charter or renaissance school project's guidance program provides the following (Table 11):

Table 11: Guidance Programs and Services

Guidance Programs and Services	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include B policy title, number and date of adoption and or revision
Access to adequate and appropriate counseling services for all students, inclusive of any protected categories listed at N.J.A.C. 6A:7-1.1(a)	Yes	• File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6162.4: Community Resources (Adopted 2/22/96, Revised 12/18/17) • File Code 6164.2: Guidance Services (Adopted 2/22/96, Revised 12/18/17) • File Code 6164.4: Child Study Team (Adopted 2/22/96, Revised 12/18/17) •
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 non-traditional careers.	Yes	• File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code: 6142.12: Career and Technical Education (Adopted 2/22/96, Revised 12/18/17) • File Code 6162.4: Community Resources (Adopted 2/22/96, Revised 12/18/17) • File Code 6164.2: Guidance Services (Adopted 2/22/96, Revised 12/18/17) • High School use of SCIOR student inventories • High School Career Fair • High School Program of Studies Booklet • Middle School Career Exploration Course
Guidance counselors are using bias-free materials.	Yes	• File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6161.1: Guidelines for Evaluation and Selection of Instructional Materials (Adopted 2/22/96, Revised 12/18/17) • File Code 6164.2: Guidance Services (Adopted 2/22/96, Revised 12/18/17) • File Code 6164.4: Child Study Team (Adopted 2/22/96, Revised 12/18/17)

D. Equity in Physical Education

N.J.A.C. 6A:7-1.7 (d) and Title IX, Education Amendment of 1972

Ensure that the district, charter or renaissance school project's physical education program is co-educational, as follows (Table 12):

Table 12: Physical Education

Physical Education	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include a policy title, number and date of adoption and or revision
All instructional activities are equitable and are co-educational.	Yes	• File Code 6010: Goals and Objectives (Adopted 2/22/96, Revised 12/18/17) • File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6145: Extracurricular Activities (Adopted 12/18/17) • File Code 6145.1, 6145.2: Intramural Competition; Interscholastic Competition (Adopted 12/18/17, revised 9/27/18) • File Code 6156: Instructional Planning and Scheduling (Adopted 12/18/17, Revised 1/17/18) • File Code 6300: Evaluation of the Instructional Program (Adopted 2/22/96, Revised 12/18/17) • K – 12 Curriculum on File with Rubicon Atlas

1.7(d) and Title IX, Education Amendments of 1972

issuance school project's Athletic Program accomplishes the following (Table 13):

	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
of varsity and sub-varsity	Yes	• File Code 6121: Nondiscrimination/ Affirmative Action (Adopted 2/22/96, Revised 12/18/17) • File Code 6145: Extracurricular Activities (Adopted 12/18/17) • File Code 6145.1, 6145.2: Intramural Competition; Interscholastic Competition (Adopted 12/18/17, revised 9/27/18)	
games, practice times, male and female teams.	Yes	• File Code 6145: Extracurricular Activities (Adopted 12/18/17) • File Code 6145.1/ 6145.2: Intramural Competition: Interscholastic Competition (Adopted 9/27/18) • File Code 6156: Instructional Planning and Scheduling (Adopted 12/18/17, Revised 1/17/18)	
e equitable treatment that maintenance of equipment,	Yes	• File Code 3320: Purchasing Procedures (Adopted 10/18/04, Revised 12/18/17) • File Code 6145: Extracurricular Activities (Adopted 12/18/17) • File Code 6145.1/ 6145.2: Intramural Competition: Interscholastic Competition Adopted 9/27/18) • Schedule C Coaching Positions in Collective Bargaining Agreement	
e and female teams.	Yes	• File Code 6145: Extracurricular Activities (Adopted 12/18/17) • File Code 6145.1/ 6145.2: Intramural Competition: Interscholastic Competition (Adopted 9/27/18)	