

*District, Charter School and Renaissance School Project 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.

Table 1: Needs Assessment, Board Responsibility

I. 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 name of noncompliant school(s) in the district
<p>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</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>			
<p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p style="padding-left: 20px;">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.</p>		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	

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		<p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 5145.4 Equal Educational Opportunity Adopted: October 3, 2006 Revised: May 20, 2019</p>	
<p>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.</p>		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 5145.4 Equal Educational Opportunity Adopted: October 3, 2006 Revised: May 20, 2019</p>	

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c. Provide equitable treatment for pregnant and married students		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	

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		<p>Policy 5131.1 Harassment, Intimidation and Bullying Adoption Date: August 8, 2011 Revised Date: October 15, 2018</p>	
<p>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.</p>		<p>Policy 4111 Recruitment Selection and Hiring Adoption Date: June 5, 2006 Revised Date: May 20, 2019</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	

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3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.		<p>Re-organization Meeting – see attached document.</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.		<p>Safe Schools Online Training</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	

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		Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
B. Authorize the Affirmative Action Officer team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.		Ongoing Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
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,		Analyzed yearly and reported out at the October 15, 2018 BOE meeting. Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018	

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expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.		<p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:		<p>June 3, 2019</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	

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		Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.		Reorganization Meeting Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
2. Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the district,		Reorganization Meeting Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018	

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charter and renaissance school projects equity' responsibilities.		<p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	
3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Reorganization Meeting and MLSD Website</p>	

I. 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 name of noncompliant school(s) in the district
<p>4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.</p>		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	
<p>5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.</p>		<p>Completed – In Service Day for Staff prior to 1st Day of School and reported out at the October 15, 2018 BOE meeting.</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	

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		Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
6. Authorize the AAO to conduct yearly equity training for all staff.		Safe Schools Online Training and District Professional Development Day(s). Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	

I. 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 name of noncompliant school(s) in the district
E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional		Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018	

II. Staff Development And Training <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year , as follows:		<p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>AAO’s attend Legal 1 AAO and will share learnings with staff.</p>	
1. To all certificated (administrative and professional) staff.		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	

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2. To all non-certificated (non-professional) staff.		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	

Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> 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>1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	
<p>a. School climate and culture, safe and positive learning environment.</p>		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p>	

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b. Courses of study, including Physical Education		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	

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c. Library materials/Instructional materials and strategies		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	
d. Technology/software and audio-visual materials		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p>	

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e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	

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		Policy 5131.1 Harassment, Intimidation and Bullying Adoption Date: August 8, 2011 Revised Date: October 15, 2018	
f. Extra-curricular programs and activities		Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018 Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018	
g. Tests and other assessments		Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	

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h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>2. Include a multicultural curriculum in the instructional content and practices across the curriculum.</p>		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	
<p>3. Ensure that instruction on 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)</p>		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	

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		Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018	
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)		Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018 Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018	
B. Equality and Equity in Student Access <ul style="list-style-type: none"> 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 		Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019	

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<p>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</p> <p>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:</p>		<p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p>	
<p>2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	
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.		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	
<p>b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	
<p>c. Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English</p>		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
proficiency, immigration status, housing status or socioeconomic status.		Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.		Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.		Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
6. Utilize bias-free measures for determining the special needs of students with disabilities.		Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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.		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	
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.		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p>	
<p>C. Equality and Equity in Guidance Programs and Services</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
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.		Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	
2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.		Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>3. Guidance counselors are using bias-free materials.</p>		<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	
<ul style="list-style-type: none"> Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <p>1. All instructional activities are equitable and are co-educational.</p>	NO	<p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p>	
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 		<p>Policy 6145.1 and 6145.2 Intramural Competition; Interscholastic Competition Adoption Date: February 11, 2008 Revised Date: November 19, 2018</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:			
1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.		Policy 6145.1 and 6145.2 Intramural Competition; Interscholastic Competition Adoption Date: February 11, 2008 Revised Date: November 19, 2018 Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019	
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.		Policy 6145.1 and 6145.2 Intramural Competition; Interscholastic Competition Adoption Date: February 11, 2008 Revised Date: November 19, 2018 Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.		Policy 6145.1 and 6145.2 Intramural Competition; Interscholastic Competition Adoption Date: February 11, 2008 Revised Date: November 19, 2018 Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019	
4. Provides comparable facilities for male and female teams.		Policy 6145.1 and 6145.2 Intramural Competition; Interscholastic Competition	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		Adoption Date: February 11, 2008 Revised Date: November 19, 2018 Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <p>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.</p>		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
2. Target recruiting practices for under-represented populations in every category of employment.		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	
3. Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018	
4. Monitor promotions and transfers to ensure non-discrimination.		Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018 Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p> <p>Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018</p>	
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,		<p>Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019</p> <p>Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018</p> <p>Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018</p>	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
housing status or socioeconomic status.		Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018	
C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.		Policy 5145.4 Equal Educational Opportunity Adoption Date: October 3, 2006 Revised Date: May 20, 2019 Policy 6121 Nondiscriminatory / Affirmative Action for School and Classroom Practices Adoption Date: January 22, 2008 Revised Date: August 13, 2018 Policy 2224 Nondiscrimination / Affirmative Action Adoption Date: November 6, 2006 Revised Date: May 7, 2018 Policy 4111.1 / 4211.1 Non-discrimination/ Affirmative Action – Teaching Staff and Support Staff Adoption Date: June 5, 2006 Revised Date: August 13, 2018	