

## **AFFIRMATIVE ACTION POLICY**

It is the policy of the Clifton Board of Education not to discriminate on the basis of race, color, creed, religious, sex, ancestry, national origin, or social or economic status in its educational programs or activities and employment policies as required by Title IX of the Educational Amendments of 1972 and N.J.A.C. 6:4-1.1 et seq.

In keeping with federal and state legislation, the Clifton Board of Education believes that students have a right to learn and work in an environment that is free from sexual harassment and/or discrimination.

It shall be a violation of this policy for any student of the Clifton Public Schools to engage in any form of harassment or discrimination that occurs student to student, staff to student, or student to staff.

Any student who alleges sexual harassment and /or discrimination by any staff member or student in the school district may choose to report alleged acts to a professional staff member and /or the building principal.

Inquiries regarding compliance may be directed to the district's Affirmative Action Officer at The District Administration Building: 973-470-2360.

## **2260 AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES**

In accordance with law, the Board of Education shall strive to overcome the effects of any previous patterns of discrimination in school and classroom practices and shall systematically monitor district procedures to ensure continuing compliance with anti-discrimination laws and regulations. The Superintendent shall appoint a staff member to serve as Affirmative Action Officer and shall coordinate all activities designed to implement this policy. The Affirmative Action Officer shall identify and recommend the correction or removal of impermissible bias based on race, color, creed, religion, national origin, ancestry, age, marital status, sexual orientation, gender, social or economic status, or disability.

As required he/she shall:

1. Review current and proposed curriculum guides, textbooks, and supplemental materials for bias and determine whether such materials fairly depict the contribution of both men and women and various racial and ethnic groups in the development of human society;
2. Develop an ongoing program of in-service training for school personnel designed to identify and solve problems of bias in all aspects of the school program;
3. Review current and proposed programs, activities, and practices to ensure that all pupils have equal access to them and are not impermissibly segregated in any duty, work, play, classroom, or school practice except as may be permitted under rules of the State Board of

Education; Parent(s) or legal guardian(s), pupils, staff members, and members of the public shall be informed annually about the district's affirmative action plan for school and classroom practices, the designation of the Affirmative Action Officer, and the procedure by which an affirmative action complaint may be filed and processed.

#### Affirmative Action Program for School and Classroom Practices

As required, the Affirmative Action Officer shall submit a report to the Superintendent on progress made in the affirmative action program for school and classroom practices. The Board will annually review district progress toward the objectives of any state-approved affirmative action plan.

20 U.S.C.A. 1701

N.J.S.A. 18A:36-20

N.J.A.C. 6:4-1.3(b)

Adopted: