

**Hammonton Board of Education  
District Policy Manual**

**Instructional Program  
Nondiscrimination / Affirmative Action**

**Series 6000  
Policy 6121**

**Adopted: February 23, 1989**

**Revised: September 20, 2007**

**Page 1 of 3**

No pupil enrolled in the district schools shall be excluded from participation in, denied the benefits of, or be subjected to discrimination in any educational program or activity of this district on the basis of race, color, creed, national origin, ancestry, age, marital status, domestic partnership status, affectional or sexual orientation, genetic information, sex, disability or atypical hereditary cellular or blood trait of any individual, or because of liability for service in the armed forces of the United States, nationality, national origin, place of residence in the district, social or economic condition, nonapplicable disability or because of genetic information or refusal to submit to or make available the results of a genetic test. The affirmative action officer shall be responsible for planning, implementing and monitoring the district's affirmative action program with respect to school and classroom practices.

The affirmative action officer, who shall be a certificated staff person, shall be trained to handle the district equity responsibilities. Under the direction of the Superintendent of Schools, he/she shall review the following areas for compliance with State Department of Education regulations and make necessary suggestions and/or recommendations to the Board of Education concerning:

Curriculum Content

He/she shall examine the following areas to ensure that curricula eliminate discrimination and promote understanding and mutual respect among students, regardless of race, color, creed, religion, gender, affectional or sexual orientation, ancestry, national origin, socio-economic status or disability:

1. School climate
2. Courses of study
3. Instructional materials
4. Instructional strategies
5. Library materials
6. Software and audio-visual materials
7. Guidance and counseling
8. Extracurricular programs and activities
9. Testing and other assessments
10. Reducing or preventing the under representation of minority, female and male students in classes and programs

He/she shall monitor the curriculum to ensure inclusion of instruction on African-American history in the teaching of United States History and inclusion of instruction on the Holocaust and genocide in the curriculum for all elementary and secondary school pupils.

# Hammonton Board of Education District Policy Manual

**Instructional Program  
Nondiscrimination / Affirmative Action**

**Series 6000  
Policy 6121**

Page 2 of 3

## Staff Training

He/she shall suggest a program of in-service training for school personnel designed to identify and solve problems of bias in all aspects of the school program. An affirmative action/equity in-service program shall be held for teaching staff annually; for each support staff member at least once every three years; and for parents and community members, as needed to facilitate participation and support.

## Pupil Access

He/she shall review all school facilities, courses, programs, activities and services to ensure that all pupils are provided equal and bias-free access to them. Particular attention shall be paid to the following:

1. Ensuring equal access to all school and classroom facilities;
2. Assigning pupils in such a way that the racial/national origin composition of each school's enrollment reflects the composition of the district wide enrollment at each grade level;
3. Refraining from locating new facilities in areas that will contribute to unbalanced, isolated or racially identifiable school enrollments;
4. Assigning pupils so that school and classroom enrollments are not identifiable on the basis of race, national origin or gender;
5. Ensuring that pupils are not separated or isolated within the school, courses, classes, programs or extracurricular activities;
6. Ensuring that minority and male pupils are not over-represented in detentions, suspensions, dropouts or special needs classifications;
7. Ensuring equal and bias-free access for all pupils to computers, computer classes and other technologically advanced instructional assistance;
8. Ensuring that all limited English proficient pupils and pupils with disabilities have equal and bias-free access to all school programs and activities;
9. Ensuring equal and bias-free access for language-minority pupils and pupils with disabilities to multiple measures for determining special needs;
10. Ensuring that pupil support services, such as school-based youth services, health care, tutoring and mentoring are available to all pupils, including IEP pupils;
11. Ensuring that all pregnant pupils are permitted to remain in the regular school program and activities.

## District Support

He/she shall ensure that like aspects of the school program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters and that all grades within the district are comparable in those areas.

# Hammonton Board of Education District Policy Manual

Instructional Program  
Nondiscrimination / Affirmative Action

Series 6000  
Policy 6121

Page 3 of 3

## Pupil Evaluation

He/she shall ensure that tests, procedures or guidance and counseling materials that are designed to evaluate pupil progress or rate aptitudes or analyze personality or in any manner establish or tend to establish a category by which a pupil may be judged are not differentiated or stereotyped on the basis of race, color, creed, sex, national origin or handicap.

The Superintendent of Schools will implement the Board-approved district affirmative plan, provide for continuing compliance and report to the Board annually on the affirmative action plan's accomplishments and improvements.

## Legal References:

NJSA 10:5-1 et seq., 18A:4A-1 et seq., 18A:18A-17, 18A:35-1, 18A:36-20  
NJAC 6:A:7-1.1 et seq., 6A:7-1.1,-1.4,-1.7,-1.9, 6:8-2.1, 6:8-4.1, 6A:30-1.1 et seq

20 U.S.C.A. 1681 et seq. - Title IX of the Education Amendments of 1972

29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act, of 1973

20 U.S.C.A. 1401 et seq. - Individuals with Disabilities Education Act (IDEA)

42 U.S.C.A. 12101 et seq. - Americans with Disabilities Act (ADA)

No Child Left Behind Act of 2001, Pub. L. 107-110

Gebser v. Lago Vista Indep. School Dist. 524 U.S. 274 (1998)

Davis v. Monroe County Bd. of Ed. 526 U.S. 629 (1999)

Manual for the Evaluation of Local School Districts (September 2002)

Multi-year Equity Plan for the Academic Years 2000-2001 through 2002-2003,  
New Jersey State Department of Education Division of Student  
Services Office of Bilingual Education and Equity Issues

## Possible Cross References:

2224, 4111.1, 4131/4131.1, 4211.1, 5231/4231.1, 5134, 5145.4, 6140, 6141,  
6142.4, 6145, 6161.1, 6163.1, 6164.2, 6171.4