

AFFIRMATIVE ACTION/TITLE IX

The Board of Education shall, in accordance with law, guarantee equal employment opportunity throughout the district. The Board shall ensure all persons shall have equal and bias-free access to all categories of employment and equal pay for equal work in this district without regard to the candidate's race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability, pursuant to N.J.A.C. 6A:7-1.1. The school district's employment applications and pre-employment inquiries conform to the New Jersey Division of Civil Rights guidelines.

The Board of Education directs that all students enrolled in the schools of this district shall be afforded equal educational opportunities in strict accordance with the law. No student shall be denied access to or benefit from any educational program or activity or from a co-curricular or athletic activity on the basis of the student's race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability. The Board shall ensure that all students are free from harassment, sexual or otherwise.

In addition,

The Board of Education will not tolerate sexual harassment of students by school employees, other students, or third parties. Sexual Harassment of students is a form of prohibited sex discrimination. In accordance with Title IX of the Education Amendments of 1972 and the Code of Federal Regulations (CFR), 34 CFR §106, the school district adopts this Policy and implements practices to investigate and resolve allegations of sexual harassment of students engaged in by school employees, other students, or third parties pursuant to 24 CFR §106.3 (c). In addition, reports of sexual harassment shall also be investigated in accordance with the requirements of New Jersey's Anti-Bullying Bill of Rights Act and Policy 5512.

Compliance inquiries and reports may be directed to :

Crystal Marr

Affirmative Action Officer/Title IX Coordinator

Berkeley Heights School District

Berkeley Heights, NJ 07922

(908) 464-1718

cmarr@bhpsnj.org

Notice of the Board of Education's policies on non-discrimination in employment (Regulation 1530 and Policy 1530) and education (Regulation 5750 and Policy 5750), along with sexual harassment (Regulation 5751 and Policy 5751), can be found on the district website.

EQUAL EMPLOYMENT OPPORTUNITY

[Policy 1530](#)

EQUAL EDUCATION OPPORTUNITY

[Policy and Regulation 5750](#)

SEXUAL HARASSMENT OF PUPILS

[Policy and Regulation 5751](#)

AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES

[Regulation and Policy 2260](#)