

WILDWOOD CREST SCHOOL DISTRICT

File Code: 4111.12

X Monitored

   Mandated

X Critical for other Reasons

AFFIRMATIVE ACTION

The Board of Education guarantees to all persons equal access to all categories of employment, retention and advancement in this district, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, or socioeconomic status, without favoritism or harassment.

An intensive affirmative action program shall be an integral part of every aspect of employment not limited to but including upgrading; demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation including fringe benefits; employment selection of selection for training and apprenticeships; promotion, or tenure.

The Board-designated affirmative action officer shall:

- A. Discover and correct any existing inequities;
- B. Prevent any discrimination in hiring in the future.

The Chief School Administrator shall submit an annual report to the Board on the effectiveness of this policy.

Date:

Legal References:

<u>N.J.S.A.</u>	10:5	Law Against Discrimination
<u>N.J.S.A.</u>	18A:6-5	Inquiry as to religion and religious tests prohibited
<u>N.J.S.A.</u>	18A:6-6	No sex discrimination
<u>N.J.S.A.</u>	18A:18A-17	Facilities for handicapped persons
<u>N.J.S.A.</u>	18A:26-1	Citizenship of teachers, etc.
<u>N.J.S.A.</u>	18A:29-2	Residence requirements prohibited
<u>N.J.S.A.</u>	18A:29-2	Equality of compensation for male and female teachers
<u>N.J.S.A.</u>	18A:58-16	Rules
<u>N.J.A.C.</u>	6:4-1.3	Policy development
<u>N.J.A.C.</u>	6:4-1.6	Employment/contract practices
<u>N.J.A.C.</u>	6:8-6.2(b)9	Evaluation and certification (affirmative action element)

P.L. 94-142

Executive Order 11246, as amended

Equal Pay Act of 1963, as amended

Title IX of the Education Amendments of 1972

Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, 42 U.S.C.A. 2000e et seq.

U.S. Rehabilitation Act, Section 504 (1973), 29 U.S.C.A. 794 et seq.

Possible Cross References:

2224	Affirmative action committee
3323	Soliciting prices/bids and quotations
4111	Recruitment, selection and hiring
4112.8	Nepotism
4118.111	Grievance procedure--Title IX
5145.4	Equal educational opportunity
6121	Affirmative action