



# Affirmative Action/Non-Discrimination/Equity

Township of Ocean  
School District



# What is Affirmative Action?

Affirmative Action is a belief or conviction that all staff and students have a right to be treated with equal fairness and have the maximum opportunity to reach their fullest potential.

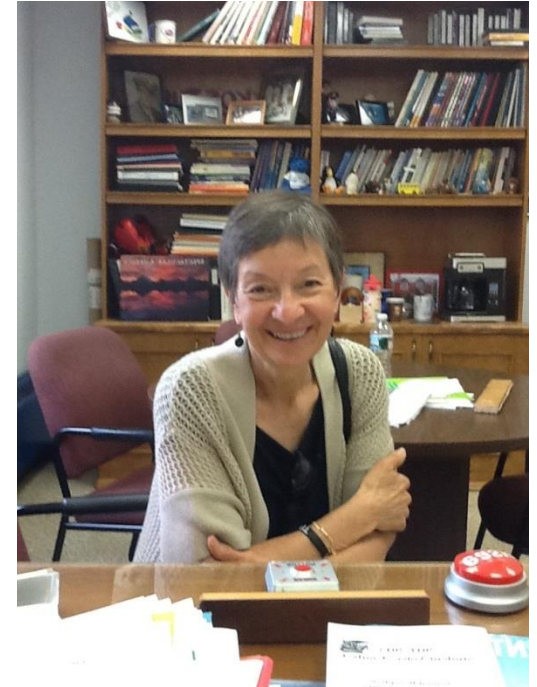
# Who is your Affirmative Action Officer?

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## An Affirmative Action Officer:

- promotes a working and learning environment free of harassment and discrimination.
- oversees compliance with, and implementation of, the AA (increases minorities) and Equity Plans (6A:7) and Title IX.
- plans and oversees/conducts training.
- maintains confidential records.
- attends conferences and training sessions relating to equity issues.
- maintains communication with staff, students, and community.



## **6A:7: Managing for Equality and Equity in Education**

All students regardless of various protected characteristics are provided equal access to district educational programs and services.

<http://www.state.nj.us/education/code/current/title6a/chap7.pdf>

### **Title IX (Sex Discrimination)**

No person in the United States shall, on the basis of sex, be excluded from participation in, or denied the benefits of, or be subjected to, discrimination under any educational program or activity receiving federal financial assistance.

<http://www.justice.gov/crt/overview-title-ix-education-amendments-1972-20-usc-1681-et-seq>

### **Education Amendments of 1972, 20 U.S.C. § 1681**

#### **Additional Laws**

Americans with Disabilities Act (ADA)

NJ Family Leave Act (NJFLMA)

Family Medical Leave Act (FMLA)

Title VII of Civil Rights Act [employee sex / gender discrimination]



# Sexual Harassment

## **What Is Sexual Harassment?**

Sexual harassment is any unwelcome sexual advance or conduct on the job that creates an intimidating, hostile, or offensive working environment.

Sexual harassment can be a request for sexual relations or other verbal or physical conduct of a sexual nature.

The harassment need only be perceived to exist.

No damages are required.



## Types of Harassment

Quid pro quo harassment occurs when an employer, or an employer's agent, implicitly or explicitly attempts to make submission to sexual demands as a condition of employment. Hostile work environment sexual harassment occurs when an employee is subjected to sexual, abusive, or offensive conduct because of his or her gender. The harassment can come from a male to a female, female to a male, or from the same gender.



## **N.J. Law against Discrimination**

The law makes it unlawful to subject people to differential treatment based on race, creed, color, national origin, nationality, ancestry, age, sex (including pregnancy), familial status, marital status, domestic partnership status, affectional or sexual orientation, atypical hereditary cellular or blood trait, genetic information, liability for military service, and mental or physical disability, perceived disability, and AIDS and HIV status.



## Additional Internet Resources

Southern Poverty Law Center

[www.tolerance.org](http://www.tolerance.org)

NJ Commission on Holocaust Education

[www.state.nj.us/education/holocaust](http://www.state.nj.us/education/holocaust)

U.S. Holocaust Memorial Museum

<http://www.ushmm.org/>

Office for Civil Rights

<http://www2.ed.gov/about/offices/list/ocr/index.html>

Anti-Defamation League

[www.adl.org](http://www.adl.org)

Genetic Information Discrimination

[www.eeoc.gov/laws/types/genetic.cfm](http://www.eeoc.gov/laws/types/genetic.cfm)

Stop Violence Against Women

[www.stopvaw.org/](http://www.stopvaw.org/)

Gay, Lesbian and Straight Education Network

<http://www.glsen.org/cgi-bin/iowa/all/home/index.html>

How Racist Are We?

<http://campaignstops.blogs.nytimes.com/2012/06/09/how-racist-are-we-ask-google/>

# Who Does Affirmative Action Protect? Everyone






# **The Grievance Procedure**

The grievant can be a student, employee, and/or parent.

1. An individual will submit in writing and identify the affirmative action area being violated.
2. The Affirmative Action Officer will carry out a thorough investigation of the incident and submit a report to the Superintendent of Schools.
3. The grievant may then appeal to the Board of Education, County Commissioner, or Office of Civil Rights.
4. The procedure will be confidential but not anonymous, since witnesses will need to be questioned.



“It takes committed teachers and administrators willing to set high expectations and offer engaging curricula that make strong personal connections for their students. It takes schools where students are not just prepared to take and pass standardized tests, but where they are taught how to play a conscious, active role in society, how to recognize and combat racism and other institutionalized inequities, and how to work in pursuit of the dream of social and global justice.”

--Anita Perna Bohn, Illinois, State University

