



AFFIRMATIVE ACTION

August 2024



Affirmative Action & Equality

- The Gloucester City School District affirmative action program shall recognize and value the diversity of persons and groups within society and promote the acceptance of persons of diverse backgrounds regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.
- The affirmative action program will also promote equal educational opportunity and foster a learning environment that is free from all forms of prejudice, discrimination, and harassment based upon race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status in the policies, programs, and practices of the Board of Education.
- Who is Protected? Everyone!-Students, Teachers, Secretaries, Custodians, Drivers, Support Staff, Administrators...



What is the charge for the Affirmative Action Team?

► Implement the requirements of:

- NJ Title VI – the NJ Constitution guarantees each child in the public schools equal education opportunity regardless of race, color, creed, religion, sex, ancestry, national origin, social or economic status.
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- Title IX – No person.....shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any educational program or activity receiving Federal Financial Assistance.



Affirmative Action Officers

District Affirmative Action Officer & Title IX

Kimberley J. Chiodi, Ed.D.

(856) 456-7000, ext. 1315

School Affirmative Action Officers & Title IX

➤ Gloucester City High School

Ms. Sarah Finley : (856) 456-7000, ext. 4019

➤ Gloucester City Middle School

Mr. Shane McNichol (856) 456-7000, ext. 3020

➤ Cold Springs School

Ms. Rory Boettcher: (856) 456-7000, ext. 2024



What does affirmative action cover?

- **Bias and Prejudice**
 - A “bias related act” is an act directed at a person, group of persons, private property, or public property that is motivated in whole or part by racial, gender, disability, religion or sexual orientation, or ethnic prejudice. A bias-related act need not involve conduct that constitutes a criminal offense. All hate crimes are also bias-related acts, but not all bias-related acts will constitute a hate crime. A bias-related act occurs when an individual is subjected to unequal treatment because of their actual or perceived race
 - A “hate crime” is any criminal offense where the person or persons committing the offense acted with a purpose to intimidate an individual or group of individuals because of race, color, disability, religion, sexual orientation, or ethnicity.
- Both acts are reported to Local Authorities in accordance with mandatory reporting part of our MOU.



What does affirmative action cover?

- **Sexual Harassment**

- Gender-based Harassment - Gender-based harassment that includes acts of verbal, nonverbal, physical aggression, intimidation, or hostility based on gender, but not involving conduct of a sexual nature, may be a form of sex discrimination if it is sufficiently severe, persistent, or pervasive and directed at individuals because of their gender.
- Hostile Environment Sexual Harassment - Sexual harassing conduct (which can include unwelcomed sexual advances, requests for sexual favors or other favors, or other verbal, nonverbal or physical conduct of a sexual nature) by a school staff member that is sufficiently severe, persistent, or pervasive to limit another staff member's ability to participate in a workplace environment or activity, or to create a hostile or abusive workplace environment.
- Quid Pro Quo Harassment - When a school staff member explicitly or implicitly conditions another school staff member's conditions of employment on the staff member's submission to unwelcome sexual advances, requests for sexual favors, or other favors, or other verbal, nonverbal or physical conduct of a sexual nature. Quid Pro Quo Harassment is equally unlawful whether the staff member resists and suffers the threatened harm or submits and thus avoids the threatened harm.

- **Intolerance**

- Unwillingness or refusal to tolerate or respect contrary opinions or beliefs of different races or backgrounds.
- This can be with religions, groups, races, ethnic backgrounds



What does affirmative action cover?

Protected Characteristics

- Race
- Creed
- Color
- National origin
- Ancestry
- Age
- Genetic information
- Pregnancy
- Sex
- Religion
- Disability

Protected Characteristics

- Military service
- Atypical cellular blood trait
- Nationality

NJ LAD

- Marital/domestic partnership/civil union status
- Affectional or sexual orientation
- Gender identification or expression



Helpful Tips/Be Mindful:

- Be aware of what you are saying and/or doing that could be seen as inappropriate
 - Remember harassment is based on the person being harassed point of view.
 - Malicious gossip and/or rumors, Isolation, Posting indecent photos, Inappropriate comments
- Social Media-You could be accountable on your personal social media, BE CAREFUL!
- If you see something, please say something.
- Once a report is made to an affirmative action officer, action must be taken.



Grievance Procedures

- Step #1 - The grievant must present the complaint in the [google form](#) to the responsible person designated as the School Affirmative Action Officer (AAO). (If there is a conflict between the grievant and the School AAO, the grievant may contact the District AAO, who will provide a contact for a different School AAO) *****Please email Kim Chiodi to make sure google form was received*****
- Step #2 - The School Affirmative Action Officer has five working days in which to investigate and respond to the grievant.
- Step #3 - If not satisfied, the grievant may appeal within ten-working days to the Superintendent or designee
- Step #4 - Response by the Superintendent or designee must be given within five working days.
- Step #5 - If the grievant is not satisfied at this level, an appeal may be made within ten working days to the Board of Education which will hear the complaint at the next regular meeting or within thirty calendar days.
- Local Board hearing shall be conducted so as to accord due process to all parties involved in the complaint such as written notice of hearing dates, right to counsel, right to present witnesses, right to cross-examine and to present written statement. The decision of the Board shall be by a majority of the members at a meeting which shall be public.



Grievance Procedures Cont.

- Step #6 - The Gloucester City Board of Education shall respond to the grievant within thirty calendar days.
- Step #7 - If the grievant is not satisfied with Board's decision, the grievant can have it referred to the County Superintendent of Schools.
- Step #8 - The grievant maintains the right to by-pass the grievance procedure and submit the complaint directly to any or all of the following agencies:

The Commissioner of Education
Bureau of Controversies and Disputes
New Jersey Department of Education
PO Box 500
Trenton, New Jersey 08625



District Policies and Regulations

- Policy 1140 [Affirmative Action Program](#)
- Policy 1523 [Comprehensive Equity Plan](#)
- Policy 2260 [Affirmative Action Program for School and Classroom Practices](#)
- Policy 3362-[Sexual Harassment-Teacher](#)
- Policy 4352-[Sexual Harassment-Support Staff](#)
- Policy 5751-[Sexual Harassment-Student](#)
- Policy 3351 [Healthy Workplace Environment](#)
- Policy 4351 [Healthy Workplace Environment](#)
- Policy 5750 [Equal Educational Opportunity](#)
- Policy 8465 [Hate Crimes and Bias Related Acts](#)
- Policy 1510 [Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination](#)
- Policy 1530 [Equal Employment Opportunities](#)