

*District, Charter School and Renaissance School Project Comprehensive Equity Plan – **ORANGE TOWNSHIP PUBLIC SCHOOLS***
Needs Assessment

Directions:

Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non-compliant **must** be addressed on the Comprehensive Equity Plan forms.

Table 1: Needs Assessment, Board Responsibility

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>			
<p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p style="padding-left: 20px;">a. Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p>	Yes	<p>Policies:</p> <p>#1140 #1523 #2200 #5755 #5842 #7461</p> <p>Policy and Regulations:</p> <p>#2260 5750</p>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	Policies: #1140 #1523 #2260 #2412 #5752 #5755 #5842 #7101 Policy and Regulation: #5750	
c. Provide equitable treatment for pregnant and married students	Yes	Policies #2412 #2416 #5752 #5755	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policies: Policy & Regulation #1523 #5512 #3362 #5751 #5512.02 #5750 HIB Parent and Student Handbook (website)	
2. Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation,	Yes	Policies #1523 #1550	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
gender, religion, disability or socioeconomic status.			
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	Policies #1140 #2260	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Policies #1140 #2260 District mandated Training Schedule (2021-2022 SY)	
B. Authorize the Affirmative Action Officer team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.	Yes	Policies #1140 #1523 Statement of Assurance provided annually to County Office	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.	Yes	Policies: #1140 #2415.01 #2610 #2622 Policy and Regulation #2423 NJDOE School Performance Report Card (District website) -Special Education’s End of Year Report -Annual Analysis of AYP/Progress - Targets Disaggregated Data - NJQSAC Evaluation / Improvement Plan - District Action Plan for Progress Targets	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:	Yes	Policies: #1140 #1523 Proposed Comprehensive Equity Plan – Board Meeting November 15, 2022	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	Policies #1140 5751 5512 5512.02 - HIB Parent and Student Handbook (district website) - HIB/Violence and Vandalism Presentation – Board Resolution - District Self-Assessment for Determining Grades Under Anti-Bullying Bill of Rights	
2. Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the district, charter and renaissance school projects equity' responsibilities.	Yes	Policies #1140 #2260 -New Jersey Mandated Training Schedule (2021-2022) - New Jersey Association of School Personnel Administrators- Conducting Workplace Investigations Training -Aurora Training – Conducting Workplace Investigations	
3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies),	Yes	Policies #1140 Policy & Regulation – 1510 Policy & Regulation – 2260 -OEA Grievance Procedures / Contractual Agreement Booklet is available via hard copy and website. - OASA Grievance Procedures / Contractual Agreement Booklet is available via hard copy and website.	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
grievance procedures and annual reports.			
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	Policies #1140 Policy and Regulations #1510 #2260 #5750	
5. Report on the progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	Policies: #1140 #2415.01 Policy & Regulation 2260 Orange Public Schools Annual Report -NJDOE School Performance Report (district website) - NJDOE Accountability Profile -QSAC Long-Term Plan (district website)	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policies: #1140 #2260 New Jersey mandated Training Schedule (2021-2022)	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional	Yes	Policies: -Professional Development Plan (2021-2022) -Parent Academy PARCC Parent Presentation Meeting Agenda -ESL Meeting agendas, handouts and sign-in records -Strategic Plan (district website) - Strategic Planning Meeting Presentation	

II. Staff Development And Training <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year , as follows:			
1. To all certificated (administrative and professional) staff.	Yes	Policies: 1140 Policy & Regulation #3240 Regulation #2460.15 -Professional Development Calendar - Professional Learning Communities -New Jersey Mandated Training Schedule -Professional Development Calendar -Professional Development Workshops	
2. To all non-certificated (non-professional) staff.	Yes	Policies: #1140 #4240 Regulation: 2460.15	

II. Staff Development And Training <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		-Professional Development Calendar New Jersey Mandated Training Schedule -Paraprofessional Training Presentation	

Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard <p>1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	Yes	Yes	<p>Policy & Regulation #2260 Policy #2422 Policy & Regulation #5750 Policy #5755 -New Jersey QSAC Statement of Assurance (2019-2020) -Curriculum Guides (website links) -Several Board Resolutions (adopting the curriculum guides)</p>
<p>a. School climate and culture, safe and positive learning environment.</p>			

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
b. Courses of study, including Physical Education	Yes	Policy & Regulation #2260 Policy #2422 Policy & Regulation #5750 Policy #5755 -New Jersey QSAC Statement of Assurance (2022-2023) -Curriculum Guides (website links) -Several Board Resolutions (adopting the curriculum guides)	
c. Library materials/Instructional materials and strategies	Yes	Policy #2200 Policy & Regulation #2260 Policy & Regulation #5750 -Library Media Curriculum (district website) -Information Resources & Technology – School System	
d. Technology/software and audio- visual materials	Yes	Policy #2200 Policy & Regulation #2260 Policy & Regulation #5750 Policy #5755 Policy #7523 Policy #2360 Policy #2361 -Education Technology Curriculum (district website) -Information Resources & Technology – School System -Technology Software Programs List	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	Policy #2200 Policy & Regulation #2260 Policy & Regulation #2411 Policy & Regulation #5512 Policy & Regulation #5750 Policy #5751 Policy #5755 -HIB Parent and Student Handbook (district website) -Executive Summary of ASCA National Model (A framework for School Counseling Programs)	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		-NJDOE School Self-Assessment for determining grades under the Anti-Bullying Bill of Rights (district/school grade report) https://www.njsca.org/nj-framework	
f. Extra-curricular programs and activities	Yes	Policy & Regulation #5750 Policy #5755 Policy #2431.8 -Weekly OBE email blasts (district website) -Orange Board of Education Student Extra-Curricular Activities List	
g. Tests and other assessments	Yes	Policy & Regulation #2260 Policy #2464 Policy & Regulation #5750 -Assessments by content (district website)	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Policy & Regulation #2260 Policy & Regulation #5750 Policy #5755 -Females in STEM Courses	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Policy #2200 Policy & Regulation #2260 Policy & Regulation #5750 -Curriculum Guides (district website) -US History I Curriculum Guide (district website) -Social Studies/Civics (Grade 5) Curriculum Guide (district website) -American Studies Curriculum Guide (district website) -ELA (Grade 5) Curriculum Guide (district website)	
3. Ensure that instruction on African-American History, including the Amistad, and the history of other cultures is taught as part of the	Yes	Policy & Regulation #5750 -Social Studies Curriculum (district website) -Social Studies (K-4) Curriculum Guide (district website) -Collaborative Learning Project	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
history of the United States. (N.J.S.A. 18A:35-1)			
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	Policy & Regulation #2260 Policy & Regulation #5750 -Social Studies Curriculum (district website) -Social Studies (K-4) Curriculum Guide (district website) -Collaborative Learning Project	
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	Yes	<p>Policy #2200 Policy & Regulation #2260 Policy #2412 Policy & Regulation #5750 Policy #5752 Policy #5755</p>	
1. Ensure equal and barrier-free access to all school and classroom facilities.	Yes	<p>Policy #2260 Policy #5755 Policy #7101 Policy and Regulations #7100 & 7102</p>	Cleveland Street School Orange Preparatory Academy

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		-Long-range Facility Plan (in the possession of NJDOE – Office of School Facilities)	
2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.	Yes	Policy #2260 Policy #5755	
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Policy #5755 Policy #7101 Policy and Regulation #7100	
4. Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.	Yes	Policy #2260 Policy #5750 Policy #5752 Policy #5755 Policy #5756	
a. Ensure that minority and female students are not under-represented	Yes	Policy & Regulation #2260 Policy #2464 Policy #5755	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
in gifted and talented or accelerated/advanced courses, including math and science.		-Gifted & Talented Report -Gifted & Talented Program (district website)	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Policy #5600 Policy #5755 -Genesis Detention/Suspension Report -Quarterly School Data Reviews (samples) -Special Education’s End of the Year Report	
c. Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.	Yes	Policy #2200 Policy #2260 Policy #2411 Policy #5750 Policy #5752 Policy #5755	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	Policy #2200 Policy #2260 Policy #5755 -Bilingual/ESL Program Description (district website)	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes	Policy #2200 Policy #5750 Policy #5755	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Policy & Regulation #2415. -Registration Guidelines and Procedures Packet	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.		Policy #2200 Policy & Regulation #2423 -World-class Instructional Design and Assessment (WIDA) (Access for ELLs Growth Report) -Annual Measurable Accountability Objective Report	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy #2200 Policy & Regulation #2260 Policy #2460 Regulation #2460.1 Regulation #2460.8 Regulation #2460.9 Regulation #2460.16 Policy #5750 Policy #5755 Policy and Regulation #2418	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
7. Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.	Yes	Policy #2200 Policy & Regulation #2260 Policy #5755 -Extended Day Program (A Sample of a Posting and Budget Information) -Orange High School's Space Program -Community Schools Information	
8. Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.	Yes	Policy #2412 Policy #2416 Policy #5752 Policy #5755 -Orange High School's Pregnancy/Parenting Support Services Handouts	
<p>C. Equality and Equity in Guidance Programs and Services</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>			
1. Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.	Yes	Policy #2200 Policy & Regulation #2411 Policy #5750 Policy #5755 -Executive Summary of ASCA National Model (A framework for School Counseling Programs) https://www.njsca.org/nj-framework	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.	Yes	Policy #2200 Policy & Regulation #2260 Policy & Regulation #2411 Policy #5750 Policy #5755 -Career Pathways -CTE Presentations (district website)	
3. Guidance counselors are using bias-free materials.	Yes	Policy #2200 Policy & Regulation #2411 Policy #5750 Policy #5755 - Executive Summary of ASCA National Model (A framework for School Counseling Programs) -Positive Behavior Support in Schools Implementation Manual) Restorative Practices	
<ul style="list-style-type: none"> Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <p>1. All instructional activities are equitable and are co-educational.</p>	Yes	Policy #2200 Policy #2260 Policy #2422 Policy #5750 Policy #5755-Health and Physical Education Curriculum (district website)	
D. Equality and Equity in Athletic Programs <ul style="list-style-type: none"> Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 			

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:			
1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	Policy #2200 Policy #2260 Policy #5755 -Athletic Schedules	
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	Policy #2200 Policy #2260 Policy #5755 -Athletic Schedules	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Policy #2200 Policy & Regulation #2260 -OEA Athletic Stipends	
4. Provides comparable facilities for male and female teams.	Yes	Policy #2200 Policy & Regulation #2260	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices • N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides	Yes	Policy & Regulation #1510 Policy & Regulation #1530 Policy & Regulation #1550 -Recruitment Posting (sample)	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>equal and bias-free access to all categories of employment, as follows:</p> <ol style="list-style-type: none"> Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration. 		<p>-Job Description (sample)</p>	
<ol style="list-style-type: none"> Target recruiting practices for under-represented populations in every category of employment. 	Yes	<p>Policy & Regulation #1530 -EEO5 Report</p>	
<ol style="list-style-type: none"> Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights. 	Yes	<p>Policy & Regulation #1510 Policy & Regulation #1530 Policy & Regulation #1550 Electronic Job Application (Online)</p>	
<ol style="list-style-type: none"> Monitor promotions and transfers to ensure non-discrimination. 	Yes	<p>Policy & Regulation #1530 Policy & Regulation #1550 -EEO5 Report</p>	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	Policy & Regulation #1530 Policy & Regulation #1550 -OEA Salary Guides -OASA Salary Guides	
B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	Yes	Policy & Regulation #1530 Policy & Regulation #1550 Policy & Regulation #1630 -Purchase Order Conditions Form (for our vendors) -Vendor Form Packet	
C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital	Yes	Policy #1510 Policy & Regulation #1530 Policy & Regulation #1550	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.			