

POINT PLEASANT BORO SCHOOL DISTRICT

APPENDIX B: COMPREHENSIVE EQUITY PLAN 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.

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	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>	Yes	<p>Policy 1140 Affirmative Action Program Policy 1523 Communicating with the Public Board of Education Meetings – Adopted 05/26/09 Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 Policy 5755 Equity in Educational Prog. & Svcs. – Adopted 5/26/09</p>	
<p>1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p>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>Policy 1140 Affirmative Action Program Policy 1523 Communicating with the Public Board of Education Meetings – Adopted 05/26/09 Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 Policy 5755 Equity in Educational Prog. & Svcs. – Adopted 5/26/09</p>	
<p>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,</p>	Yes	<p>Policy 1140 Affirmative Action Program Policy 1523 Communicating with the Public Board of Education Meetings – Adopted 05/26/09 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 Policy 5755 Equity in Educational Prog. & Svcs. – Adopted 5/26/09</p>	

gender, religion, disability or socioeconomic status.			
c) Provide equitable treatment for pregnant and married students.	Yes	Policy 2416 Married/Pregnant Pupils - 05/26/09 Policy 5752 Marital Status & Pregnancy – 05/26/09	
d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policy 1523 Communicating with the Public Board of Education Meetings – Adopted 05/26/09 Policy & Regulation 5512 Prohibiting Harassment, Intimidation & Bullying – Adopted 10/21/13 Policy & Regulation 5751 Sexual Harrassment – 5/26/09	
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, gender, religion, disability or socioeconomic status.	Yes	Policy 1523 Communicating with the Public Board of Education Meetings – Adopted 05/26/09 Policy 1550 Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan – 5/26/09	
3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project’s Title IX Coordinator.	Yes	Policy 1140 Affirmative Action Program	
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	Yes	Policy 1140 Affirmative Action Program	
B. Authorize the Affirmative Action 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.	Yes	Policy 1140 Affirmative Action Program	

<p>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.</p>	<p>Yes</p>	<p>Policy 1140 Affirmative Action Program Policy 2415.01 Academic Standards, Academic Assessments & Accountability – 5/23/11 (revised) Policy & Regulation 2423 Bilingual & ESL Education – 5/26/09 Policy 2610 Educational Program Evaluation – 5/26/09 Policy 2622 Pupil Assessment – 9/17/12 (revised)</p>	
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:</p>	<p>Yes</p>	<p>Policy 1140 Affirmative Action Program Policy 1523 Communicating with the Public Board of Education Meetings – Adopted 05/26/09</p>	
<p>1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	<p>Yes</p>	<p>Policy 1140 Affirmative Action Program</p>	
<p>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 equity responsibilities.</p>	<p>Yes</p>	<p>Policy 1140 Affirmative Action Program</p>	

<p>3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.</p>	<p>Yes</p>	<p>Policy 1140 Affirmative Action Program Policy & Regulation 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination – 5/26/09 Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11</p>	
<p>4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.</p>	<p>Yes</p>	<p>Policy 1140 Affirmative Action Program Policy & Regulation 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination – 5/26/09 Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09</p>	
<p>5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.</p>	<p>Yes</p>	<p>Policy 1140 Affirmative Action Program Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy 2415.01 Academic Standards, Academic Assessments & Accountability – 5/23/11 (revised)</p>	
<p>6) Authorize the AAO to conduct yearly equity training for all staff.</p>	<p>Yes</p>	<p>Policy 1140 Affirmative Action Program</p>	
<p>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 website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.</p>	<p>Yes</p>	<p>(For County Vocational School Districts Only) Policy & Regulation 5111</p>	

II. <u>STAFF DEVELOPMENT AND TRAINING</u> 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.	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 or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to:	Yes	Policy 1140 Affirmative Action Program Affirmative Action Team/Officer in each building Mandatory: Attendance Rosters Staff Training schedules	
1) Certificated (administrative and professional) staff.	Yes	Policy 1140 Affirmative Action Program Mandatory: Attendance Rosters Staff Training schedules Policy & Regulation 3240 Professional Development – 5/26/10 (revised)	
2) Non-certificated (non-professional) staff.	Yes	Policy 1140 Affirmative Action Program Policy 4240 Employee Training – 5/26/09 Mandatory: Attendance Rosters Staff Training schedules	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum 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> <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 that they address 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	Policy & Regulation 2200 Curriculum Content – 5/26/09 Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy 2415.01 Academic Standards, Academic Assessments & Accountability – 5/23/11 (revised) Policy 5755 Equity in Educational Programs and Services – 5/26/09 Curriculum for each subject/grade level QSAC Intervention programs, Summer programs, After school programs	
<p>a) School climate and culture, safe and positive learning environment</p>	Yes	Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 Peer mediation, character education, Positive Behavior Support In Schools (“Beyond Point”), inclusion of self-contained classrooms in activities and events, pep rallies,	

b) Courses of study, including physical education	Yes	<p>Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11</p> <p>Policy 2425 Physical Education – 5/26/09</p> <p>Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09</p> <p>Inclusion in all academic subjects, adaptive physical education, adaptive art</p>	
c) Library materials/instructional materials and strategies	Yes	<p>Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11</p> <p>Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09</p> <p>Inventory, curricula, labeled system for multi-cultural content, purchased spanish versions of core and supplemental materials, audio materials, assistive technology, leveled books</p>	
d) Technology/software and audiovisual materials	Yes	<p>Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11</p> <p>Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09</p> <p>Technology inventory, audio materials, assistive technology, laptop carts, Parent Portal, multilingual Honeywell system</p>	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	<p>Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11</p> <p>Policy & Regulation 2411 Guidance Counseling – 5/26/09</p> <p>Policy & Regulation 5512 Harassment, Intimidation & Bullying – 8/22/11 (revised)</p> <p>Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09</p> <p>Student Handbook, Teacher Handbook, Teacher Contract, Anti-Bullying Specialist in every building, Guidance Services Plan</p>	
f) Extra-curricular programs and activities	Yes	<p>Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11</p> <p>Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09</p> <p>Lists of activities, schedules, school calendars, student rosters</p>	

g) Tests and other assessments	Yes	Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 Test modifications, IEPs, WAPT, lesson plans	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Class lists, heterogeneous grouping, open enrollment in high school courses, special education and gifted and talented lists Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 Policy 5755 Equity in Educational Programs and Services – 5/26/09	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	Yes	Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 Teacher plan books, courses of study, calendar of events	
3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 Courses of study, lesson plan books, instructional materials, approved textbooks and novels, field trips	
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	Yes	Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 Courses of study, lesson plan books, instructional materials, approved textbooks and novels, field trips	
B. Equality and Equity in Student Access	Yes	Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11	

<p>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> <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>		<p>Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09</p> <p>Policy 5755 Equity in Educational Programs and Services – 5/26/09</p>	
<p>1) Ensure equal and barrier-free access to all school and classroom facilities.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09</p> <p>Facility Schedule</p>	
<p>2) Attain minority representation of students within each school, including racial and ethnic balance that approximates the district, charter and renaissance school project’s overall minority racial and ethnic representation.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09</p> <p>Class lists, extra-curricular rosters, sports rosters</p>	
<p>3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09</p>	
<p>4) Ensure that students are not separated or isolated by race, creed, color,</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09</p> <p>Lists and rosters, balanced ESL rosters</p>	

<p>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.</p>			
<p>a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.</p>	<p>Yes</p>	<p>Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy & Regulation 5750 Equal Educational Opportunity – 5/26/09 assessment spreadsheets, test scores, class lists, club rosters,</p>	
<p>b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09 Discipline reports, Board of Education minutes/agendas, school performance reports, school report cards</p>	
<p>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.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09 District Computer Use Policy 2360- 6/25/12 Class lists, computer schedules, laptop accessibility</p>	

<p>d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09 class lists, student schedules, ESL and BSI classes, program and activities rosters</p>	
<p>e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09 class lists, student schedules, ESL and BSI classes, program and activities rosters, class locations, club and program locations, facility schedules</p>	
<p>f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.</p>	<p>Yes</p>	<p>Policy & Regulation 5111 Eligibility of Resident/Nonresident Pupils – 5/23/11 (revised)</p>	
<p>5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.</p>	<p>Yes</p>	<p>Policy & Regulation 2423 Bilingual & ESL Education – 5/26/09 WAPT, ACCESS for ELLS</p>	
<p>6) Utilize bias-free measures for determining the special needs of students with disabilities.</p>	<p>Yes</p>	<p>Policy & Regulation 2260 Affirmative Action – Adopted 5/23/11 Policy 2460 Special Education – 5/26/09 Regulation 2460.1 Special Education – 5/26/09 Regulation 2460.8 Special Education – 5/26/09 Regulation 2460.9 Special Education – 5/26/09 Regulation 2460.16 Special Education – 5/26/09 CST documentation, I&RS schedule</p>	

<p>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.</p>	<p>Yes</p>	<p>Policy & Regulation 2260 Affirmative Action Program for Schools & Classroom Practices – 5/23/11 (revised)</p> <p>Guidance services, CST, Nurse, National Honor Society, Peer Tutoring</p>	
<p>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.</p>	<p>Yes</p>	<p>Policy 2416 Programs for Pregnant Pupils – 5/26/09 Policy 5752 Marital Status & Pregnancy – 5/26/09 Policy 5755 Equity in Educational Programs and Services – 5/26/09</p>	
<p>C. Equality and Equity in Guidance Programs and Services 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> <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>	<p>Yes</p>	<p>Policy & Regulation 2411 Guidance Counseling – 5/26/09 Policy 5755 Equity in Educational Programs and Services – 5/26/09 Policy & Regulation 2260 Affirmative Action Program for Schools & Classroom Practices – 5/23/11 (revised)</p>	
<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.</p>	<p>Yes</p>	<p>Policy & Regulation 2411 Guidance Counseling – 5/26/09 Policy 5755 Equity in Educational Programs and Services – 5/26/09</p>	
<p>2) 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.</p>	<p>Yes</p>	<p>Policy & Regulation 2260 Affirmative Action Program for Schools & Classroom Practices – 5/23/11 (revised) Policy & Regulation 2411 Guidance Counseling – 5/26/09 Policy 5755 Equity in Educational Programs and Services – 5/26/09</p>	

<p>3) Bias-free materials for use by counselors.</p>	<p>Yes</p>	<p>Policy & Regulation 2411 Guidance Counseling – 5/26/09 Policy 5755 Equity in Educational Programs and Services – 5/26/09</p>	
<p>D. Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</p> <p>Ensure that the physical education program and instructional activities are equitable.</p>	<p>Yes</p>	<p>Policy 2425 Physical Education – 5/26/09 Policy 5755 Equity in Educational Programs and Services – 5/26/09</p>	
<p>E. Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</p> <p>Ensure that the athletic program accomplishes the following:</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09 Policy & Regulation 2260 Affirmative Action Program for Schools & Classroom Practices – 5/23/11 (revised)</p>	
<p>1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09</p>	
<p>2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services – 5/26/09</p>	
<p>3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	<p>Yes</p>	<p>Policy & Regulation 2260 Affirmative Action Program for Schools & Classroom Practices – 5/23/11 (revised)</p>	
<p>4) Comparable facilities for male and female teams.</p>	<p>Yes</p>	<p>Policy & Regulation 2260 Affirmative Action Program for Schools & Classroom Practices – 5/23/11 (revised)</p>	

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.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: 1) 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.	Yes	Policy & Regulation 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination – 5/26/09 Policy & Regulation 1530 Equal Employment Opportunities – 1/24/11 (revised) Policy & Regulation 1550 Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan – 5/26/09	
2) Target recruiting practices for under-represented populations in every category of employment.	Yes	Policy & Regulation 1530 Equal Employment Opportunities – 1/24/11 (revised)	
3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	Yes	Policy & Regulation 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination – 5/26/09 Policy & Regulation 1530 Equal Employment Opportunities – 1/24/11 (revised) Policy & Regulation 1550 Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan – 5/26/09	

<p>4) Monitor promotions and transfers to ensure non-discrimination.</p>	<p>Yes</p>	<p>Policy & Regulation 1530 Equal Employment Opportunities – 1/24/11 (revised) Policy & Regulation 1550 Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan – 5/26/09</p>	
<p>5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>Yes</p>	<p>Policy & Regulation 1530 Equal Employment Opportunities – 1/24/11 (revised) Policy & Regulation 1550 Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan – 5/26/09</p>	
<p>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.</p>	<p>Yes</p>	<p>Policy & Regulation 1530 Equal Employment Opportunities – 1/24/11 (revised) Policy & Regulation 1550 Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan – 5/26/09</p>	
<p>C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p>	<p>Yes</p>	<p>Policy & Regulation 1530 Equal Employment Opportunities – 1/24/11 (revised) Policy & Regulation 1550 Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan – 5/26/09</p>	