

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	Policy 1523 – Comprehensive Equity Plan <i>Approved 6/16/16</i>	
<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	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 1523 – Comprehensive Equity Plan <i>Approved 6/16/16</i> Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i> Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
<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, gender, religion, disability or socioeconomic status.</p>	Yes	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 1523 – Comprehensive Equity Plan <i>Approved 6/16/16</i> Policy 2260 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i> Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
<p>c) Provide equitable treatment for pregnant and married students.</p>	Yes	Policy 2416 – Programs for Pregnant Students <i>Approved 10/19/05</i> Policy 5752 – Marital Status and Pregnancy <i>Approved 10/19/05</i>	

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
d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policy 1523 – Comprehensive Equity Plan <i>Approved 6/16/16</i> Policy 5512 – Harassment, Intimidation, and Bullying <i>Approved 9/13/18</i> Policy 5751 – Sexual Harassment <i>Approved 10/19/05</i>	
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 – Comprehensive Equity Plan <i>Approved 6/16/16</i> Policy & Regulation 1530 – Equal Employment Opportunity <i>Approved 6/16/16</i> Policy 1550 – Equal Employment/Anti-Discrimination Practices <i>Approved 9/13/18</i>	
3) The appointment of an Affirmative Action Officer (AAO) who can also serve, 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	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i>	
4) Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i>	

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
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	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 1523 – Comprehensive Equity Plan <i>Approved 6/16/16</i>	
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	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 2423 – Bilingual and ESL Education <i>Approved 6/16/16</i> Policy 2610 – Educational Program Evaluation <i>Approved 3/21/19</i> Policy 2622 – Student Assessment <i>Approved 5/23/17</i>	

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
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	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 1523 – Comprehensive Equity Plan <i>Approved 6/16/16</i>	
1) Informing the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 5512 – Harassment, Intimidation, & Bullying <i>Approved 9/13/18</i>	
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	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i>	
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), grievance procedures, and annual reports.	Yes	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 1510 – Americans with Disabilities Act <i>Approved 3/9/17</i> Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i>	

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
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	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 1510 – Americans with Disabilities Act <i>Approved 3/9/17</i> Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	
5) Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i>	
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i>	
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.	Yes	<i>(For County Vocational School Districts Only)</i> Policy 5111 – Eligibility of Resident/Nonresident Students <i>Approved 3/21/19</i>	

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.	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 , as follows:	Yes	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i>	
1) To all certificated (administrative and professional) staff.	Yes	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 3240 – Professional Development for Teachers and School Leaders <i>Approved 8/21/17</i>	
2) To all non-certificated (non-professional) staff.	Yes	Policy 1140 – Affirmative Action Program <i>Approved 6/16/16</i> Policy 4240 – Employee Training <i>Approved 10/19/05</i>	

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 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	<p>Policy 2200 – Curriculum Content <i>Approved 6/16/16</i> Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i></p>	
<p>a) School climate and culture, safe and positive learning environment</p>	Yes	<p>Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5512 – Harassment, Intimidation, and Bullying</p>	

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 style="text-align: right;"><i>Approved 9/13/18</i></p> Policy 5750 – Equal Educational Opportunity <p style="text-align: right;"><i>Approved 6/16/16</i></p>	
b) Courses of study, including physical education	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 2422 – Health and Physical Education <i>Approved 3/21/19</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	
c) Library materials/instructional materials and strategies	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	
d) Technology/software and audiovisual materials	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 2411 – Guidance Counseling <i>Approved 6/16/16</i> Policy 5512 – Harassment, Intimidation, and Bullying <i>Approved 9/13/18</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	

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
f) Extra-curricular programs and activities	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	
g) Tests and other assessments	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i> Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
2) Incorporate a multicultural curriculum in aspects in the instructional content and practices across the curriculum.	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	
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 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	
4) Include instruction on the Holocaust and other genocide curricula for	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i>	

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
elementary and secondary school students. (N.J.S.A. 18A:35-28)		Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i>	
<p>B. Equality and Equity in Student Access 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>	Yes	<p>Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i></p> <p>Policy 5750 – Equal Educational Opportunity <i>Approved 6/16/16</i></p> <p>Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i></p>	
1) Ensure equal and barrier-free access to all school and classroom facilities.	Yes	Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
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	Yes	Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	

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
project's overall minority racial and ethnic representation.			
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
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 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
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	Yes	Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	

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
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.			
d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Yes	Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
f) Ensure that all schools’ registration procedures are in compliance with State and Federal regulations and case law.	Yes	Policy 5111 – Eligibility of Resident/Nonresident Students <i>Approved 3/21/19</i>	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	Policy 2423 – Bilingual and ESL Education <i>Approved 6/16/16</i>	

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
6) Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 2460 – Special Education <i>Approved 4/27/17</i> Policy 2461 – Special Education/Receiving Schools <i>Approved 10/19/05</i>	
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 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i>	
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 2416 – Programs for Pregnant Students <i>Approved 10/19/05</i> Policy 5752 – Marital Status and Pregnancy <i>Approved 10/19/05</i> Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
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 Ensure that the district, charter, and renaissance school project’s guidance program provides the following:			
1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college	Yes	Policy 2411 – Guidance Counseling <i>Approved 6/16/16</i> Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	

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
bound students, and students with disabilities.			
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 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i> Policy 2411 – Guidance Counseling Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
3) Guidance counselors are using bias-free materials.	Yes	Policy 2411 – Guidance Counseling <i>Approved 6/16/16</i> Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
<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> <ol style="list-style-type: none"> All instructional activities are equitable and are co-educational. 	Yes	Policy 2422 – Health and Physical Education <i>Approved 3/21/19</i> Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
D. 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			

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
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 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i> <i>*Mandatory Athletic Policies are in place; however, the district does not offer Athletic Programs at this time.</i>	
2) Ensures equitable scheduling of night games, practice times, locations, and numbers of games for male and female teams.	Yes	Policy 5755 – Equity in Educational Programs and Services <i>Approved 6/16/16</i>	
3) Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase, and maintenance of equipment, etc.	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i>	
4) Provides comparable facilities for male and female teams.	Yes	Policy 2260 – Affirmative Action Program for School and Classroom Practices <i>Approved 6/16/16</i>	

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 1510 – Americans with Disabilities Act <i>Approved 3/9/17</i> Policy 1530 – Equal Employment Opportunities <i>Approved 6/16/16</i> Policy 1550 – Equal Employment/Anti-Discrimination Practices <i>Approved 9/13/18</i>	
2) Target recruiting practices for under-represented populations in every category of employment.	Yes	Policy 1530 – Equal Employment Opportunities <i>Approved 6/16/16</i>	
3) 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	Policy 1510 – Americans with Disabilities Act <i>Approved 3/9/17</i> Policy 1530 – Equal Employment Opportunities <i>Approved 6/16/16</i> Policy 1550 – Equal Employment/Anti-Discrimination Practices <i>Approved 9/13/18</i>	

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
4) Monitor promotions and transfers to ensure non-discrimination.	Yes	Policy 1530 – Equal Employment Opportunities <i>Approved 6/16/16</i> Policy 1550 – Equal Employment/Anti-Discrimination Practices <i>Approved 9/13/18</i>	
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 1530 – Equal Employment Opportunities <i>Approved 6/16/16</i> Policy 1550 – Equal Employment/Anti-Discrimination Practices <i>Approved 9/13/18</i>	
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,	Yes	Policy 1530 – Equal Employment Opportunities <i>Approved 6/16/16</i> Policy 1550 – Equal Employment/Anti-Discrimination Practices <i>Approved 9/13/18</i>	

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
national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.			
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.	Yes	Policy 1530 – Equal Employment Opportunities <i>Approved 6/16/16</i> Policy 1550 – Equal Employment/Anti-Discrimination Practices <i>Approved 9/13/18</i>	

Comprehensive Equity Plan Statement of Assurance 2022-2023

send the signed form to your Executive County Superintendent
by June 30, 2022

School District, Charter School or Renaissance School Project Information School Year 2022-2023:

Name of County: Ocean

Name of School District/Charter School/Renaissance School Project: Ocean County Vocational Technical School

Address: 137 Bey Lea Road

Affirmative Action Officer (AAO) Dr. Michael Maschi Telephone #: 732-240-6414

AAO Email: mmaschi@mail.ocvts.org

Alternate Contact Person: Karen L. Homiek Telephone #: 732-240-6414

Title: Superintendent

Email: khomiek@mail.ocvts.org

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2021-2022 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved 2019-2022 Comprehensive Equity Plan through the 2022-2023 school year.
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification:

By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name and Title: Karen L. Homiek

Signature: _____

Date: 3/23/22