

<u> X </u>	Monitored
<u> X </u>	Mandated
<u> X </u>	Other Reasons

Policy

NONDISCRIMINATION/AFFIRMATIVE ACTION

The board of education guarantees to all persons equal access to all categories of employment, retention and advancement in this district, regardless of race, creed, color, national origin, nationality, ancestry, age, sex, affectional or sexual orientation, gender identity and expression, marital status, domestic partnership status, familial status, pregnancy, liability for service in the Armed Forces of the United States, atypical hereditary cellular or blood trait of any individual, nonapplicable disability or because of genetic information or refusal to submit to or make available the results of a genetic test.

An affirmative action/equity program shall be a part of every aspect of employment not limited to but including upgrading; demotion or transfer; recruitment or recruitment advertising; renewal or non-renewal; layoff or termination; rates of pay or other forms of compensation including fringe benefits; employment selection or selection for training and apprenticeships; promotion; or tenure.

The board-designated affirmative action officer shall identify and recommend correction of any existing inequities, and any that occur in the future.

Harassment and Favoritism

The board of education is an affirmative action employer and holds all its employees responsible for maintaining a working environment that is free from all discriminatory practices. Harassment or favoritism on any basis included in the board's statement of equal access to employment, retention and advancement is prohibited.

Administrators and supervisors shall be familiarized with the actions that constitute harassment and favoritism. This material shall be included in the legally mandated affirmative action inservice training for all employees, and shall be clear and specific (see policy 2224). When harassment has been determined to have taken place, appropriate disciplinary action will follow. All such determinations shall be reported to the board.

Sexual Harassment

The Morris County Vocational School District shall maintain a safe and supportive learning and working environment that is free from all discriminatory practices where all individuals are treated with respect and decency. It shall be a violation of this policy for any member of the staff to harass another staff member or student through conduct or communications of a sexual nature as defined in this policy. It shall also be a violation of this policy for students to harass other students through conduct or communication of a sexual nature as defined herein.

The board of education prohibits any and all forms of harassment by or against any employee or any student. All forms of harassment directed toward an individual because of the individual's gender are illegal and constitute unlawful conduct. Sexual harassment may take the form of, but not be limited to: Unwelcome sexual advances, requests for sexual favors and other inappropriate verbal or physical conduct of a sexual nature when made by any member of the school staff to a student, when made by any member of the school staff to another school staff member or when made by any student to another student when:

- A. Submission to such conduct and/or communication is made a term or condition, either explicitly or implicitly of obtaining or retaining employment or obtaining an education.
- B. Submission to or rejection of such conduct or communication by an individual is used as a factor in

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decisions affecting that individual's employment or education.

- C. Conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or in that it is sufficiently severe, persistent, or pervasive that it interferes with the individual's work or educational performance or creates an intimidating, hostile or offensive work/learning environment.

Administrators and supervisors will make it clear to all staff that sexual harassment is prohibited. No supervisory employee shall threaten or insinuate, either directly or indirectly, that an employee's refusal to submit to sexual advances will adversely affect the employee's continued employment, evaluation, compensation, assignment or advancement. No supervisory employee shall promise or suggest, either directly or indirectly, that an employee's submission to sexual advances will result in any improvement in any term or condition of employment of an employee. Sexually harassing conduct committed by nonsupervisory personnel is also prohibited.

This policy applies whether the harassment is between people of the same or different genders. This policy extends to any and all activities under the auspices of the board of education.

Staff may file a formal grievance related to sexual harassment. The superintendent/principal will receive all complaints and carry out a prompt and thorough investigation and will protect the rights of both the person making the complaint and the alleged harasser.

Findings of discrimination in the form of sexual harassment will result in appropriate disciplinary action.

The superintendent/principal is directed to develop administrative procedures for the implementation of this policy.

Pregnancy

The board prohibits discrimination against pregnant women and those who suffer medical conditions related to pregnancy and childbirth. The chief school administrator or his or her designee shall ensure that reasonable accommodation are made that will allow them to maintain a healthy pregnancy or recovery from childbirth, without being removed from their positions, placed on unpaid leave, or fired.

The district shall provide reasonable accommodations to pregnant women and those who suffer medical conditions related to pregnancy and childbirth, such as bathroom breaks, breaks for increased water intake, periodic rest, assistance with manual labor, job restructuring or modified work schedules, and temporary transfers to less strenuous or hazardous work.

Requested accommodations that cause the district an undue hardship are not required by law and shall not be provided.

"Whistleblower" Protection

The board prohibits discrimination or retaliation against any school employee who does any of the following:

- A. Discloses or threatens to disclose to a supervisor or to a public body an activity, policy or practice of the board that the employee reasonably believes is in violation of a law, or a rule or regulation established pursuant to law;
- B. Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation established pursuant to law by the board; or

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- C. Objects to, or refuses to participate in any activity, policy or practice which the employee reasonably believes is in violation of law, rule or regulation; is fraudulent or criminal; or is incompatible with public health, safety or welfare or protection of the environment.

The board shall ensure that notices are posted conspicuously in each school, informing employees that they are protected under the "Conscientious Employee Protection Act."

Report on Implementation

The superintendent/principal shall devise regulations, including grievance forms and procedures to implement this policy. He/she shall be responsible for informing staff annually of the identity and location of the affirmative action officer and the implementing procedures.

Adopted: September 18, 1990
Revised/Readopted: December 11, 2000

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NJSBA Review/Update: October 2008, July 2011
Readopted: May 12, 2009
Revised: August 10, 2011
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Key Words

Affirmative Action, Nondiscrimination, Employee Nondiscrimination/Affirmative Action, Domestic Partnership Act

<u>Legal References:</u>	<p><u>N.J.S.A.</u> 10:5-1 <u>et seq.</u> Law Against Discrimination See particularly: <u>N.J.S.A.</u> 10:5-3, -4.1, -12, -27 <u>N.J.S.A.</u> 18A:6-5 Inquiry as to religion and religious tests prohibited <u>N.J.S.A.</u> 18A:6-6 No sex discrimination <u>N.J.S.A.</u> 18A:18A-17 Facilities for handicapped persons <u>N.J.S.A.</u> 18A:26-1 Citizenship of teachers, etc. <u>N.J.S.A.</u> 18A:26-1.1 Residence requirements prohibited <u>N.J.S.A.</u> 18A:29-2 Equality of compensation for male and female teachers <u>N.J.S.A.</u> 26:8A-1 <u>et seq.</u> Domestic Partnership Act <u>N.J.S.A.</u> 34:19-1 <u>et seq.</u> Conscientious Employee Protection Act <u>N.J.A.C.</u> 6A:7-1.1 <u>et seq.</u> Managing for Equality and Equity in Education See particularly: <u>N.J.A.C.</u> 6A:7-1.4, -1.8 <u>N.J.A.C.</u> 6A:30-1.1 <u>et seq.</u> Evaluation of the Performance of School Districts <u>N.J.A.C.</u> 6A:32-14.1 Review of mandated programs and services</p>
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Executive Order 11246 as amended

29 U.S.C.A. 201 - Equal Pay Act of 1963 as amended

20 U.S.C.A. 1681 et seq. - Title IX of the Education Amendments of 1972

42 U.S.C.A. 2000e et seq. - Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunities Act of 1972

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29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act of 1973

20 U.S.C.A. 1401 et seq. - Individuals with Disabilities Education Act

42 U.S.C.A. 12101 et seq. - Americans with Disabilities Act (ADA)

Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986)

School Board of Nassau County v. Arline, 480 U.S. 273 (1987)

Vinson v. Superior Court of Alameda County, 740 P.2d 404 (Cal. Sup. Ct. 1987)

Taxman v. Piscataway Bd. of Ed., 91 F. 3d 1547 (3d Cir. 1996)

Saxe v. State College Area School Dist., 240 F. 3d 200 (3d Cir. 2001)

The Comprehensive Equity Plan, New Jersey State Department of Education

Possible

<u>Cross References:</u>	*2224	Nondiscrimination/affirmative action
	*3320	Purchasing procedures
	*4111	Recruitment, selection and hiring
	*4112.8	Nepotism
	*4147	Employee safety
	*5145.4	Equal educational opportunity
	*6121	Nondiscrimination/affirmative action

*Indicates policy is included in the Critical Policy Reference Manual.