

Affirmative Action Statement

The East Rutherford Board of Education does not discriminate on the basis of race, color, creed, national origin, ancestry, age, sex, affectional or sexual orientation, marital status, liability for service in the Armed Forces of the United States, or atypical hereditary cellular or blood trait of any individual. Further state and federal protection is extended on account of disabilities, social or economic status, pregnancy, childbirth, pregnancy related disabilities, actual or potential parenthood. This includes equality of educational opportunities including classroom programs, curriculum development and instructional materials. The statement confirms compliance with Section 504 of the Rehabilitation Act of 1973. (See Board of Education Policy Nos. 1510,1523,1530,1550).

East Rutherford School District Affirmative Action/Title IX Officer
Mrs. Regina Barrale 201-804-3100
E-Mail Address: RBarrale@erboe.net

East Rutherford School District GRIEVANCE PROCEDURE

In keeping with state and federal anti-discrimination legislation, the Board of Education has adopted and hereby publishes the Grievance Procedure outlined in this pamphlet for the resolution of student, employee, and parent complaints.

PURPOSE:

To provide students, employees, and parents with a procedure by which they can seek a remedy for alleged violations related to

discrimination on the basis of race, color, creed, religion, affectional or sexual orientation, sex, ancestry, national origin, or socioeconomic status.

DEFINITIONS:

- Grievance – A formal written complaint.
- Grievant – Any student, employee, or parent aggrieved by a decision or condition falling under the guidelines of federal and/or state anti-discrimination laws.
- Affirmative Action Officer – The district employee designated to coordinate efforts with anti-discrimination legislation and charged with the responsibility of investigating complaints.

PROCEDURE:

- Step 1 – The grievant must present the complaint in written form to the responsible person designated as the Affirmative Action Officer.
- Step 2 – The Affirmative Action Officer has five working days in which to investigate and respond to the grievant.
- Step 3 – If not satisfied, the grievant may appeal within ten working days to the Superintendent or designee.
- Step 4 – Response by the Superintendent or designee must be given within five working days.
- Step 5 – If the grievant is not satisfied at this level, an appeal may be made within ten working days to the Board of Education which will hear the complaint at the next regular meeting or within thirty calendar days. The Board hearing shall be conducted so as to afford due process to all parties involved in the complaint and provide for a written notice of hearing dates, right to counsel, right to present witnesses, right to cross-examine and to present a written statement. The decision

of the Board shall be by a majority of the members at a meeting which shall be public.

- Step 6 – The Board of Education shall respond to the grievant within thirty calendar days.
- Step 7 – If the grievant is not satisfied with the Board's decision, the grievant can have it referred to the County Superintendent of Schools.

Any individual has the right to bypass the grievance procedure directly to any or all of the following agencies:

The Commissioner of Education

Bureau of Controversies and Disputes

NJ Department of Education

PO Box 500

Trenton, NJ 08625

609-292-5706

Equal Employment Opportunity Commission

Newark District Office

1 Newark Center, 21st Floor

Newark, NJ 07102

973-645-6383 or 800-669-4000

U.S. Office for Civil Rights

U.S. Department of Education 75 Park

Place, 4th Floor

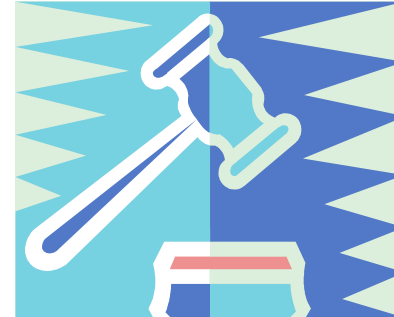
New York, NY 10007 212-264-3313 or 212-637

FORMAL COMPLAINT

outlined in this pamphlet and submit a complaint

AFFIRMATIVE ACTION

Statement of Policy and
Complaint Procedures



New Jersey Division of Civil Rightsrd Floor

31 Clinton Street, 3
Newark, NJ 07102
973-648-2700

EAST RUTHERFORD SCHOOL DISTRICT

East Rutherford, New Jersey