

**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.**

<b>I. BOARD RESPONSIBILITY</b>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number	Date Policy or Regulation Updated by Clearview	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><b>P = Policy</b> <b>R = Regulation</b></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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	<p>P1140 Oct 2016 P1523 Oct 2016 P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008 P5755 Oct 2016</p>	N/A
<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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1510 – Americans with Disabilities Act</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 2430 – Co-Curricular Activities</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Policy 5842 – Equal Access of Student Organizations</li> </ul>	<p>P1140 Oct 2016 P1510 Feb 2017  P1523 Oct 2016 P2260 Oct 2016 R2260 Nov 2008 P2430 Apr 2012 P5750 Oct 2016 R5750 Nov 2008 P5755 Oct 2016  P5842 Nov 2008</p>	N/A

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
c) Provide equitable treatment for pregnant and married students.	Yes	<ul style="list-style-type: none"> <li>• Policy 2416 – Programs for Pregnant Students</li> <li>• Policy 5752 – Marital Status and Pregnancy</li> </ul>	P2416 Nov 2008 P5752 Nov 2008	N/A
d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	<ul style="list-style-type: none"> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5751 – Sexual Harassment of Students</li> <li>• Annual email to district staff – ‘sign off’ remains on file</li> <li>• The HIB Specialist investigates HIB reports each month as they occur. The incidents are reported to the superintendent and presented to the Board as part of the closed-session BOE meetings and ‘approved’ by the Board in Open session each month.</li> <li>• Health curriculum - Addresses dating and healthy relationships and is being updated</li> </ul>	P1523 Oct 2016 P5512 Sept 2018 P5751 Nov 2021 R5751 Nov 2021	N/A
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunity</li> <li>• Policy 1550 – Equal Employment/Anti-Discrimination Practices</li> <li>• Policy 2260 – Affirmative Action Program for Employment and Contract Practices</li> <li>• Collective Bargaining Agreement</li> </ul>	P1140 Oct 2016 P1523 Oct 2016 P1530 Oct 2016 R1530 Oct 2016 P1550 Aug 2018  P2260 Oct 2016	N/A
3) The appointment of an Affirmative Action Officer (AAO) who can also serve, or coordinate with, the district,	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• AAO and AAT appointed by the board annually (last appointment date 6/23/22)</li> </ul>	P1140 Oct 2016	N/A

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
charter, and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.		<ul style="list-style-type: none"> <li>• Signs with AAO and AAT contact information are posted throughout the buildings.</li> <li>• AAO and AAT contact information posted on the school and district web sites.</li> </ul>		
4) Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 3240 – Prof. Dev. For Teachers and School Leaders – All certificated and non-certificated staff are required to complete Safe Schools online trainings (Acceptable Use, Bullying Recognition and Response, Diversity Awareness). Participation is monitored by administration through a software package that verifies completion.</li> </ul>	P1140 Oct 2016 P3240 Aug 2017 R3240 Aug 2017	N/A
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> </ul>	P1140 Oct 2016 P1523 Oct 2016	N/A
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	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2423 – Bilingual and ESL Education</li> <li>• Policy 2610 – Educational Program Evaluation</li> </ul>	P1140 Oct 2016 P2260 Oct 2016 R2260 Nov 2008 P2423 Feb 2017 R2423 Feb 2017 P2610 Mar 2019	N/A

I. <b><u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
<p>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>		<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2622 – Student Assessments</li> <li>• Policy 5755 – Equity in Education Programs and Services</li> </ul> <p>The District’s Administration collects and analyzes state assessments and local benchmark assessments using Link It. Findings, including trends and learning gaps, are shared with the administrative team and teachers.</p> <p>An annual presentation is made to the Board and public by the Director of Curriculum &amp; Instruction each Fall/Winter in accordance with state requirements.</p> <p>Data on state assessments, promotion, retention and graduation rates are reported to the State and included in the School Performance Report.</p> <p>The CST maintains a database on referrals, placement of students in special education programs, and students who are declassified.</p> <p>Program offerings, student support services, and academic readiness are evaluated annually and modified (if needed) in partnership with teachers and parents.</p> <p>Title 1 services include smaller (pull-out) class sizes, after-school tutoring, summer programs, transition programs for identified incoming 7th graders, classroom supplemental supplies, teacher training, AVID (MS), and Title I Monitors.</p>	<p>P2622 March 2022 P2622 May 2017 P5755 Oct 2016</p>	

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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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> </ul>	P1140 Oct 2016 P1523 Oct 2016	N/A
1) Informing the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 5512 – Harassment, Intimidation, &amp; Bullying</li> <li>• District sexual harassment, HIB policies, discipline policy and AAO contact information are located on the website and in student handbooks.</li> <li>• The district complies with the Anti-bullying Bill of Rights Act. Anti-Bullying grades are on district website.</li> <li>• The HIB Policy is posted on the district website and the school websites and includes the names of the District Anti-Bullying Coordinator/Anti-Bullying Specialists and contact information, policy statement, definitions, reporting procedures, investigation procedures, possible responses, and prevention programs.</li> <li>• Week of Respect Activities – October (annual)</li> <li>• HIB report card is located on the district website.</li> </ul>	P1140 Oct 2016 P5512 Sept 2018	N/A
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Board approval and minutes of AAO appointment (certified staff member).</li> <li>• The district AAO and District 504 officer attend appropriate trainings and turnkey this information to staff.</li> </ul>	P1140 Oct 2016	N/A

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• The AAO information is communicated through district website homepage.</li> <li>• Board of Education minutes</li> <li>• Faculty meetings</li> <li>• Student handbooks include the HIB policy.</li> </ul>	P1140 Oct 2016 P1510 Feb 2017 R1510 Feb 2017 P2260 Oct 2016 R2260 Nov 2008	N/A
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5512 – Harassment, Intimidation and Bullying</li> <li>• Policy 5751 – Sexual Harassment</li> <li>• The district AAO team conducts complaint investigations and documents these meetings and resolutions. Notes are filed in central office.</li> <li>• The HIB Policy is posted on the district website. It includes the names of the district Anti-Bullying Coordinator/Anti-Bullying Specialists and contact information, policy statement, definitions, reporting procedures, investigation procedures, possible responses, and prevention programs.</li> </ul>	P1140 Oct 2016 P1510 Feb 2017 R1510 Feb 2017 P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008 P5512 Sept 2018 P5751 Nov 2008	N/A

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
5) Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2622 – Student Assessments</li> <li>• An annual presentation is made to the Board and public by the Director of Curriculum &amp; Instruction in the fall/winter as required.</li> <li>• Administrative, faculty, and department meetings</li> </ul>	P1140 Oct 2016 P2260 Oct 2016 R2260 Nov 2008 P2622 Mar 2022 R2622 Mar 2022	N/A
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• All certificated and non-certificated staff are required to complete online training (Affirmative Action, Anti-bullying Bill of Rights, Discrimination, Diversity for Employees, School Safety, Sexual Harassment, and Suicide Prevention). Completion of these mandatory tutorials is monitored by the administration through software package.</li> </ul>	P1140 Oct 2016	N/A
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) <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 5111 – Eligibility of Resident/Nonresident Students</li> </ul> N/A		

<b>II. <u>STAFF DEVELOPMENT AND TRAINING</u></b> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
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<p>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 <b>every school year</b>, as follows:</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 2415.04 – District-wide Parental Involvement.</li> <li>• This policy is posted on the district website.</li> <li>• Policy &amp; Regulation 3240 – Professional Development for Teachers and School Leaders</li> <li>• All certificated and non-certificated staff are required to complete online training. Subjects covered include: Affirmative Action, Anti-bullying Bill of Rights, Discrimination, Diversity for Employees, School Safety, Sexual Harassment, and Suicide Prevention.</li> <li>• Various district stakeholder surveys (Ex: District Climate Committee)</li> <li>• Parental input solicited – PTA, Tri-district Special Education Parental Advisory Group (SEPAG), various surveys such as the District Climate Survey</li> <li>• High School and Middle School e-newsletters</li> </ul>	<p>P1140 Oct 2016 P2415.04 Aug 2011</p> <p>P3240 Aug 2017 R3240 Aug 2017</p>	<p>N/A</p>
<p>1) To all certificated (administrative and professional) staff.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 3240 – Professional Development for Teachers and School Leaders</li> <li>• All certificated and non-certificated staff are required to complete online training</li> <li>• District Professional Development Day schedules and workshop records</li> </ul>	<p>P1140 Oct 2016 P3240 May 2017 R3240 Aug 2017</p>	<p>N/A</p>
<p>2) To all non-certificated (non-professional) staff.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 4240 – Employee Training</li> <li>• Online SafeSchools training (all required employee training plus restraint training)</li> <li>• All certificated and non-certificated staff are required to complete online training. Verification of completion is provided by the software system.</li> </ul>	<p>P1140 Oct 2016 P4240 Nov 2008 R4240 Nov 2008</p>	<p>N/A</p>



III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number	Date Policy or Regulation Updated by Clearview	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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 2622 – Student Assessments</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Policy 5756 – Transgender Students</li> <li>• The district curriculum, texts, and online resources is reviewed and updated on an ongoing basis in compliance with the most recently-adopted NJSLS.</li> <li>• Clubs and activities also provide opportunities for students to interact positively with others regardless of race, color, affectional or sexual orientation, disability, religion or gender. Some of these clubs include: Fellowship of Christian Athletes, GSA, SURE, Autism Awareness Club, Student Council, Key Club.</li> </ul>	P2200 Feb 2017 R2200 Feb 2017 R2260 Nov 2008 P2622 March 2022 P5755 Oct 2016 P5756 Mar 2019	N/A
<p>a) School climate and culture, safe and positive learning environment</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Curriculum (Health)- The middle and high school Health curriculum addresses dating and healthy</li> </ul>	P2260 Oct 2016 R2260 Nov 2008 P5512 Sept 2018 P5750 Oct 2016 R5750 Nov 2008	N/A

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number	Date Policy or Regulation Updated by Clearview	List name of noncompliant school(s) in the district
		relationships in accordance with the 2020 CHPE standards. <ul style="list-style-type: none"> <li>• Various student recognition nights and programs such as Students and Pioneers of the Month, Principal’s Award, Pioneer Pride Award, etc.</li> <li>• District PLC for Climate and Culture led by teachers</li> </ul>		
b) Courses of study, including physical education	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 2422 – Comprehensive Health and Physical Education</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Students are scheduled in co-ed physical education classes.</li> <li>• Student schedules / Enrollment information</li> <li>• Students in special education are mainstreamed into regular physical education classes. Students who are classified as multiply disabled may participate in Adaptive PE classes.</li> </ul>	P2200 Feb 2017 P2260 Oct 2016 R2260 Nov 2008 P2422 Oct. 2021 P5750 Oct 2016 R5750 Nov 2008	N/A
c) Library materials/instructional materials and strategies	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Destiny software program and other electronic resources</li> <li>• Review of library titles and resources by the district media specialist</li> <li>• Interlibrary loan program with County/State</li> </ul>	P2200 Feb 2017 P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008	N/A

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
d) Technology/software and audiovisual materials	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Students in special education programs have access to assistive technology as needed and required by IEP.</li> <li>• Digital resources such as online textbooks, 1:1 student and teacher Chromebooks, etc.</li> <li>• ELL, Title I, 504 Technology Resources (including devices)</li> <li>• Alternative Program – APEX software</li> <li>• Guidance Naviance Program</li> </ul>	P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008	N/A
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2411 – School (Guidance) Counseling</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5751 – Sexual Harassment</li> <li>• The District HIB Policy is posted on the district website. It includes the names of the District Anti-Bullying Coordinator/Anti-bullying Specialists and contact information, policy statement, definitions, reporting procedures, investigation procedures, possible responses, and prevention programs.</li> <li>• Classroom presentations and SAC services</li> </ul>	P1140 Oct 2016 P2260 Oct 2016 R2260 Nov 2008 P2411 Oct 2016 R2411 Oct 2016 P5512 Sept 2018 P5750 Oct 2016 R5750 Nov 2008 P5751 Nov 2008	N/A

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f) Extra-curricular programs and activities	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Extra-curricular programs/activities list for Clearview Middle School &amp; High School (See website)</li> <li>• Jump Start transition program for Middle School</li> <li>• Academic Assistance Program for middle and high school students</li> </ul>	P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008	N/A
g) Tests and other assessments	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Students participate in state-approved assessments as well as local benchmark and district-developed common assessments.</li> <li>• Administration of PSAT to 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> grade each year</li> <li>• Administration and/or participation in alternate graduation pathway assessments as appropriate, such as ASVAB.</li> </ul>	P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008	N/A
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Corporate and college partnerships</li> <li>• Electives Fair/Open House</li> </ul>	P1140 Oct 2016 P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008 P5755 Oct 2016	N/A

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number	Date Policy or Regulation Updated by Clearview	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> <li>• Class lists/enrollment</li> </ul>		
2) Incorporate a multicultural curriculum in aspects in the instructional content and practices across the curriculum.	Yes	<ul style="list-style-type: none"> <li>• Policy 2200 – Curriculum Content</li> <li>• Policy 2132 – School District Goals and Objectives</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• District curriculum review</li> </ul>	P2200 Feb 2017 P2132 Nov 2008  P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008	N/A
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• District curriculum in ELA and Social Studies courses</li> <li>• District crosswalk spreadsheet of inclusive and required topics</li> </ul>	P2200 Feb 2017 R2200 Feb 2017 P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008	N/A
4) Include instruction on the Holocaust and other genocide curricula for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• District curriculum in ELA and Social Studies courses</li> <li>• District crosswalk spreadsheet of inclusive and required topics</li> </ul>	P2200 Feb 2017 P2260 Oct 2016 R2260 Nov 2008 P5750 Oct 2016 R5750 Nov 2008	N/A

<b>III. SCHOOL AND CLASSROOM PRACTICES</b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
<p><b>B. Equality and Equity in Student Access</b>            N.J.A.C. 6A:7-1.7; Titles VI &amp; 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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 2430 – Co-Curricular Activities</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P1140 Oct 2016 P2260 Oct 2016 R2260 Nov 2008 P2430 Apr 2012 P5750 Oct 2016 R5750 Nov 2008  P5755 Oct 2016	N/A
<p>1) Ensure equal and barrier-free access to all school and classroom facilities.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• All buildings are ADA compliant.</li> <li>• Methods of Administration – Civil Rights Compliance Review – Approved 2/5/19</li> </ul>	P1140 Oct 2016 P1510 Feb 2017 R1510 Feb 2017 P2260 Oct 2016 R2260 Nov 2008 P5755 Oct 2016	N/A
<p>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</p>	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Demographics at each school can be found on the New Jersey School Performance Report.</li> </ul>	P5755 Oct 2016	N/A

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
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	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P5755 Oct 2016	N/A
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Policy 5756 – Transgender Students</li> <li>• Policy 2423 – Bilingual and ESL Education</li> <li>• Class lists/enrollment documentation and data review</li> </ul>	P2260 Oct 2016 R2260 Nov 2008 P 5755 Feb. 2017 P5755 Oct 2016 P5756 Mar 2019	N/A
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Class lists/enrollment documentation and data review</li> <li>• List of AP students, course recommendations</li> </ul>	P1140 Oct 2016 P2260 Oct 2016 R2260 Nov 2008 P5755 Oct 2016	N/A
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• The Principals and Superintendent review reports on an annual basis.</li> </ul>	P1140 Oct 2016 P5755 Oct 2016	N/A

<b>III. SCHOOL AND CLASSROOM PRACTICES</b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
		<ul style="list-style-type: none"> <li>• Student database records</li> </ul>		
<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>	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Policy 5756 – Transgender Students</li> <li>• School counselors meet to review student schedules and discuss career/college choices.</li> <li>• Acceptable Use Policy</li> </ul>	<p>P1140 Oct 2016 P1510 Feb 2017 R1510 Feb 2017</p> <p>P5755 Oct 2016 P5756 Mar 2019</p>	N/A
<p>d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy 2423 – Bilingual and ESL Education</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• State and Board-approved ELL program plan</li> </ul>	<p>P2200 Feb 2017 R2200 Feb 2017 P2423 Feb 2017 P2260 Oct 2016 R2260 Nov 2008 P5755 Oct 2016</p>	N/A
<p>e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy 2460 – Special Education</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• The district offers a variety of programs to students with disabilities.</li> </ul>	<p>P1140 Oct 2016 P1510 Feb 2017 R1510 Feb 2017 P2200 Feb 2017 R2200 Feb 2017 P2460 May 2017 P5755 Oct 2016</p>	N/A



<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
		<ul style="list-style-type: none"> <li>The district offers an educational programs for student with various disabilities /classifications (behavioral, emotional, physical, cognitive) including self-contained autistic classes.</li> </ul>		
f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 5111 – Eligibility of Resident/Nonresident Students</li> <li>Registration procedures and necessary documentation for transfer students are located on the district website.</li> </ul>	P5111 Jan 2019 R5111 Jan 2019	N/A
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2260 –Affirmative Action Program for School and Classroom Practices</li> <li>Policy &amp; Regulation 2423 – Bilingual and ESL Education</li> <li>The WIDA diagnostic test (Access for ELL) is used to assess and monitor students who are considered English Language Learners.</li> </ul>	P2260 Oct 2016 R2260 Oct 2016 P2423 Feb 2017 R2423 Feb 2017	N/A
6) Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program</li> <li>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>Policy 2460 – Special Education</li> <li>Regulation 2460.1 – Special Education - Location, Identification, and Referral</li> <li>Regulation 2460.8 – Special Education - Free and Appropriate Public Education</li> <li>Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff</li> </ul>	P1140 Oct 2016 P2260 Oct 2016 R2260 Nov 2008 P2460 May 2017 R2460.1 May 2017 R2460.8 Mar 2019 R2460.15 May 2017 R2460.16 May 2017 P2461 May 2011	N/A

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number	Date Policy or Regulation Updated by Clearview	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> <li>• Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students</li> <li>• Policy 2461 – Special Education/Receiving Districts</li> </ul>		
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5310 – Health Services</li> <li>• Health screenings</li> <li>• Use of Title I and Title III funds for applicable purchases</li> </ul>	P2260 Oct 2016 R2260 Nov 2008 P5310 Jul 2016	N/A
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	<ul style="list-style-type: none"> <li>• Policy 2412 – Home Instruction Due to Health Condition</li> <li>• Policy 2416 – Programs for Pregnant Students</li> <li>• Policy 5752 – Marital Status and Pregnancy</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Parents are provided a letter upon notification of home instruction services.</li> <li>• APEX software (online curriculum)</li> </ul>	P2412 Nov 2014 P2416 Nov 2008 P5752 Nov 2008 P5755 Oct 2016	N/A
<b>C. Equality and Equity in Guidance Programs and Services</b> 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,	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 2132 – School District Goals and Objectives</li> </ul>	P1140 Oct 2016 P2132 Nov 2008	N/A

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
including females, minority students, English language learners, non-college bound students, and students with disabilities.		<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2411 – School (Guidance) Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Students in special education programs have access to counseling programs.</li> <li>• All students are assigned counselors.</li> <li>• Naviance program</li> </ul>	P2200 Feb 2017 R2200 Feb 2017 P2411 Oct 2016 R2411 Oct 2016 P5755 Oct 2016	
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2411 – School (Guidance) Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Naviance</li> <li>• Corporate and college partnerships</li> <li>• Co-curricular clubs and activities: TSA, Robotics</li> <li>• Counselors meet with students to offer information and assistance on colleges, technical/trade schools, and military opportunities.</li> </ul>	P2260 Oct 2016 R2260 Nov 2008 R2260 Nov 2008 P2411 Oct 2016 R2411 Oct 2016 P5755 Oct 2016	N/A
3) Guidance counselors are using bias-free materials.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2411 – School (Guidance) Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• SAC materials</li> </ul>	P1140 Oct 2016 P2411 Oct 2016 R2411 Oct 2016 P5755 Oct 2016	N/A

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
<ul style="list-style-type: none"> <li>Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</li> </ul> <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"> <li>All instructional activities are equitable and are co-educational.</li> </ol>	Yes	<ul style="list-style-type: none"> <li>Policy 2422 – Health and Physical Education</li> <li>Policy 5755 – Equity in Educational Programs and Services</li> <li>Class lists</li> </ul>	P2422 Mar 2019 P5755 Oct 2016	N/A
<p>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</p> <p>Ensure that the district, charter, and renaissance school project's Athletic Program accomplishes the following:</p>				
<ol style="list-style-type: none"> <li>Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</li> </ol>	Yes	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program</li> <li>Policy 5755 – Equity in Educational Programs and Services</li> <li>History of number of participants and teams (10 year period)</li> </ul>	P1140 Oct 2016 P5755 Oct 2016	N/A
<ol style="list-style-type: none"> <li>Ensures equitable scheduling of night games, practice times, locations, and numbers of games for male and female teams.</li> </ol>	Yes	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program</li> <li>Policy 5755 – Equity in Educational Programs and Services</li> <li>Team schedules are available on the district and tri-county websites.</li> </ul>	P1140 Oct 2016 P5755 Oct 2016	N/A

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number</b>	<b>Date Policy or Regulation Updated by Clearview</b>	<b>List name of noncompliant school(s) in the district</b>
3) Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase, and maintenance of equipment, etc.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Collective Bargaining Agreement – Stipend List</li> </ul>	P1140 Oct 2016 P1550 Aug 2018 R1550 Aug 2018 P2260 Oct 2016 R2260 Nov 2008	N/A
4) Provides comparable facilities for male and female teams.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Boys and girls athletic teams use and share the same fields.</li> </ul>	P2260 Oct 2016 R2260 Nov 2008	

<b>IV. EMPLOYMENT/CONTRACT PRACTICES</b> 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, and number	Date Policy or Regulation Updated by Clearview	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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> <li>• Employment opportunities are advertised in local newspapers, the district website, and various online staffing sites such as NJSchoolJobs.com.</li> <li>• All advertisements and applications for employment include language acknowledging district compliance for non-discrimination.</li> <li>• Interviews Rating sheets &amp; Sample interview questions</li> </ul>	P1140 Oct 2016 P1510 Feb 2017 R1510 Feb 2017 P1530 Oct 2016 R1530 Oct 2016 P1550 Aug 2018 R1550 Aug 2018	N/A
2) Target recruiting practices for under-represented populations in every category of employment.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> </ul>	P1140 Oct 2016 P1530 Oct 2016 R1530 Oct 2016	N/A
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> <li>• Employment applications are screened by district administrators.</li> <li>• The district abides by affirmative action policies.</li> </ul>	P1140 Oct 2016 P1510 Feb 2017 R1510 Feb 2017 P1530 Oct 2016 R1530 Oct 2016 P1550 Aug 2018 R1550 Aug 2018	N/A

<b>IV. EMPLOYMENT/CONTRACT PRACTICES</b> <small>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</small>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, and number	Date Policy or Regulation Updated by Clearview	List name of noncompliant school(s) in the district
4) Monitor promotions and transfers to ensure non-discrimination.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> <li>• Central Administration maintains employee records on promotions and voluntary/involuntary transfers.</li> </ul>	P1140 Oct 2016 P1530 Oct 2016 R1530 Oct 2016 P1550 Aug 2018 R1550 Aug 2018	N/A
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> <li>• Collective Bargaining Agreement verifies compliance</li> </ul>	P1140 Oct 2016 P1530 Oct 2016 R1530 Oct 2016 P1550 Aug 2018 R1550 Aug 2018	N/A
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> <li>• AAO for public bidding and contracts appointed at BOE meeting (minutes)</li> <li>• As per audit and letter of review from State Division of Contract Compliance and Equal Public Employer Opportunity for public records</li> <li>• Affirmative action affidavits for contracts</li> </ul>	P1140 Oct 2016 P1530 Oct 2016 R1530 Oct 2016 P1550 Aug 2018 R1550 Aug 2018	N/A

<b>IV. EMPLOYMENT/CONTRACT PRACTICES</b> 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, and number	Date Policy or Regulation Updated by Clearview	List name of noncompliant school(s) in the district
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>	P1140 Oct 2016 P1510 Feb 2017 R1510 Feb 2017 P1530 Oct 2016 R1530 Oct 2016 P1550 Aug 2018 R1550 Aug 2018	N/A