

Table 2: Equity in School and Classroom Practices, that shall, as a minimum, do the following (N.J.A.C. 6A:7-1.7)

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project activities and programs, practices, curricula, instructional materials and assessments.	Yes	Affirmative Action Board Policy #1140 Adopted 2024 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Comprehensive Equity Plan Board Policy #1523 Adopted 2024	
Ensure equitable access to all schools, facilities, activities and programs, and benefits for all students regardless of the protected categories listed at N.J.A.C 6A:7-1.1(a).	Yes	Equal Employment Opportunities Board Policy #1530 Adopted 2024 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 American with Disabilities Act Board Policy #1510 Adopted 2021 Comprehensive Equity Plan Board Policy #1523 Adopted 2024	
Provide equitable treatment for pregnant and married students	Yes	Programs for Pregnant Students Board Policy #2416 Adopted 2021 Marital Status and Pregnancy Board Policy #5752 Adopted 2021 Postnatal Accommodations for Students Board Policy #2416.01 Adopted 2022	

Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	<p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p> <p>Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2025</p> <p>Sexual Harassment Board Policy #3362, #4352 & #5751 Adopted 2021</p> <p>Comprehensive Equity Plan Board Policy #1523 Adopted 2024</p>	
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Table 3: Affirmative Action Officer, Affirmative Action Team, Develop Comprehensive Equity Plan

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter or renaissance school project school's Section 504 Officer and/or the district, charter or renaissance school project's Title IX Coordinator. (N.J.A.C. 6A-7-1.5).	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Affirmative Action Program Board Policy #1140 Adopted 2024 Board Agenda Appointment September 2024 and June 2025	
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Professional Development for Teachers and School Leaders Board Policy #3240 Adopted 2021 Affirmative Action Program Board Policy #1140 Adopted 2024 Professional Development Plans Staff development information documented in Frontline Learning Management Systems	
Authorize the Affirmative Action Officer and 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 and renaissance school projects will report annual progress in the NJDOE, Office of Charter and Renaissance Schools Annual Report.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Affirmative Action Program Board Policy #1140 Adopted 2024 Comprehensive Equity Plan Board Policy #1523 Adopted 2024 Survey NJQSAC Monitored Board Agenda June 2025	
Collect and analyze Annual Yearly Progress Target data for underperforming student groups 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;	Yes	Documentation on file with each District Supervisor. The district continues to do an extensive analysis of student performance that disaggregates student scores by all of the subgroups that were identified. Bilingual and EL Education Board Policy #2423 Adopted 2024 Title I School Parent and Family Engagement Board Policies #2415.04, 2415.50, 2415.50.1, 2415.50.2, 2415.50.3 Adopted 2023	

and stakeholder satisfaction data. Identify any school-level underperforming student groups on Annual Yearly Progress Target reports for State assessments.		<p>Special Education Board Policy #2460 Adopted 2021</p> <p>Student Assessment Board Policy #2622 Adopted 2022</p> <p>Affirmative Action Program Board Policy #1140 Adopted 2024</p> <p>Affirmative Action Program Board Policy #1140 Adopted 2024</p> <p>Comprehensive Equity Plan Board Policy #1523 Adopted 2024</p>	
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Table 4: Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Inform the school community of the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equity in educational activities and programs.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2025	
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, or renaissance school projects equity responsibilities.	Yes	Comprehensive Equity Plan Board Policy #1523 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Affirmative Action Program Board Policy #1140 Adopted 2024	
Inform students, staff and the community of the name, office address, and phone number of the district, charter, or renaissance school project's AAO, and publicize the location and availability of the district, charter, or renaissance school project's CEP, policies, grievance procedures and annual reports.	Yes	Township of Union Public School website Student Handbook Staff Handbook Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2025 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Affirmative Action Program Board Policy #1140 Adopted 2024 American with Disabilities Act Board Policy #1510 Adopted 2021	
Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024	

		Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2025 American with Disabilities Act Board Policy #1510 Adopted 2021	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	Board of Education Superintendent Updates/State Assessment Report Updates Affirmative Action Program Board Policy #1140 Adopted 2024	
Authorize the AAO to conduct yearly equity training for all staff.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Administration Leadership Training, Principal Orientation Training	
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 county vocational school district website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	N/A	(For County Vocational School Districts Only)	

Staff Development and Training

Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) **every school year**, as follows (Table 5).

Table 5: Staff Development and Training (N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5)

Staff Development and Training	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
All certificated (administrative and professional) staff	Yes	<p>Staff development information documented in Frontline Learning Management Systems</p> <p>Parent and community professional development kept on file with building level Administrators, Supervisors and School Counselors.</p> <p>Personnel Office Files</p> <p>Professional Development for Teachers and School Leaders Board Policy #3240 Adopted 2021</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p> <p>Affirmative Action Program Board Policy #1140 Adopted 2024</p> <p>ULearn</p>	
All non-certificated (non-professional) staff	Yes	<p>Staff development information documented in Frontline Learning Management Systems</p> <p>Personnel Office Files</p> <p>Professional Development for Teachers and School Leaders Board Policy #3240 Adopted 2021</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p> <p>Affirmative Action Program Board Policy #1140 Adopted 2024</p> <p>Employee Training Board Policy #4240 Adopted 2021</p> <p>GCN Trainings</p> <p>Board of Education Approved Curriculum Guides approved annually</p>	

		<p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>School District Goals and Objectives Board Policy #2132 Adopted 2021</p> <p>Curriculum Content Board Policy #2200 Adopted 2025</p> <p>Curriculum Development Board Policy #2210 Adopted 2021</p>	
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School and Classroom Practices

A. Equity in Curriculum
(Tables 6 and 7)

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

Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the New Jersey Student Learning Standards and address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational activities and programs and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Areas covered include, but are not limited to, the following (Tables 6 and 7)

Table 6: Equity in Curriculum

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
School climate and culture, safe and positive learning environment.	Yes	NJSCI School Climate Surveys (Staff, Student, Parent/Guardian) Building Climate/ Culture Committee New Teacher Mentoring Program Upcoming School Leader Mentoring Program School Safety Team per building The Leader in Me Program PBSIS SILAS Curriculum SciP Teams Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2025 Health and Physical Education Board Policy #2422 Adopted 2021	

Courses of study, including Physical Education	Yes	<p>Content Area Course Catalogs</p> <p>Board of Education approved Curriculum Guides approved annually</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p> <p>Health and Physical Education Board Policy #2422 Adopted 2021</p>	
Library materials/Instructional materials and strategies	Yes	<p>Building Library Collections/Catalogs using vendors that focus on the diversity gap in children's books.</p> <p>Online Resource Databases</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p>	
Technology/software and audio-visual materials	Yes	<p>1:1 Chromebook Initiative Grades K-12</p> <p>Electronic Whiteboard Installations</p> <p>Curriculum Guides Board Policy #2230 Readopted 2021</p> <p>Board approved curriculum approved annually</p> <p>School District Providing Technology Devices to Students Board Policy #7523 Adopted 2021</p> <p>Use of Technology Board Policy #2360 Adopted 2021</p> <p>Acceptable Use of Computer Networks, Computers and Resources Board Policy #2361 Adopted 2021</p>	
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	Yes	<p>Board Approved Curriculum</p> <p>Student Handbook</p> <p>District Website</p>	

		<p>School Counseling Board Policy #2411 Adopted 2024</p> <p>Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2025</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p>	
Extra-curricular activities and programs	Yes	<p>Co-Curricular Activities Board Policy #2430 Adopted 2023</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p> <p>Student Handbooks</p>	
Tests and other assessments	Yes	<p>Board Approved Curriculum</p> <p>State and Local Assessment Testing Schedule</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p> <p>High School Graduation Board Policy #5460 Adopted 2025</p> <p>Student Assessment Board Policy #2622 Adopted 2022</p> <p>Special Education Board Policy #2460 Adopted 2021</p>	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	<p>Board approved curriculum approved annually</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p>	

Table 7: Equity in Curriculum

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Board approved curriculum approved annually Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Curriculum Content Board Policy #2200 Adopted 2025 Curriculum Guides Board Policy #2230 Adopted 2021 Curriculum Development Board Policy #2210 Adopted 2021 District/School Record Collection of Multi-Cultural Activities per month	
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	Board approved curriculum approved annually Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Curriculum Content Board Policy #2200 Adopted 2025 Curriculum Guides Board Policy #2230 Adopted 2021 Curriculum Development Board Policy #2210 Adopted 2021 NJ Student Learning Standards African American Studies Class and AP African American Studies Class offered Resource Guide	

<p>Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)</p>	<p>Yes</p>	<p>Board approved curriculum approved annually</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p> <p>Curriculum Content Board Policy #2200 Adopted 2025</p> <p>Curriculum Guides Board Policy #2230 Adopted 2021</p> <p>Curriculum Development Board Policy #2210 Adopted 2021</p> <p>NJ Student Learning Standards</p> <p>Kean University Diversity Council Partnership</p> <p>Holocaust and Genocide Studies Class Offered</p>	
<p>Include instruction on all curricular requirements pursuant to N.J.A.C. 6A:8, including curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).</p>	<p>Yes</p>	<p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2024</p> <p>Curriculum Content Board Policy #2200 Adopted 2025</p> <p>Curriculum Guides Board Policy #2230 Adopted 2021</p> <p>Curriculum Development Board Policy #2210 Adopted 2021</p>	

B. Equity in Student Access
(Tables 8–10)

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

Provide equitable and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows (Table 8):

Table 8: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensure equal and barrier-free access to all school and classroom facilities.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Building Floor Plans	
Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter or renaissance school project's overall minority racial and ethnic representation.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024	
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Long Range Facilities Planning Board Policy #7100 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024	
Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities, except as provided under N.J.A.C. 6A:7-1.7(b), which permits a district, at its discretion, to conduct portions of classes that deal exclusively with human sexuality in separate developmentally appropriate sessions	Yes	Genesis/Class Rosters Gifted and Talented Students Board Policy #2464 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024	

based on gender identity, provided the course content for each such separately conducted sessions is the same.		Equal Educational Opportunity Board Policy #5750 Adopted 2024	
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Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities (Tables 9 and 10)

Table 9: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Gifted and Talented Students Board Policy #2464 Adopted 2021 Universal Screener for Gifted and Talented Girls Who Code Program	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Suspension Board Policy #5610 Adopted 2021 Discipline Board Policy #4150 & 3150 Adopted 2021 Student Discipline/Code of Conduct Board Policy #5600 Adopted 2023	
Ensure equitable and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically advanced instructional assistance, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Use of Technology Board Policy #2360 Adopted 2021 Acceptable use of Computer Network, Computers and Resources #2361 Adopted 2021	

		School District Providing Technology Devices to Students Board Policy #7523 Adopted 2021	
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 ESL/ELL Schedules/Rosters Bilingual and ESL Education Board Policy #2423 Adopted 2024	
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	Yes	Genesis classified student schedules Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Special Education Board Policy #2460 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021	
Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Eligibility of Resident/Non Resident Students Board Policy #5111 Adopted 2024 McKinney-Vento Training	

Table 10: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of multilingual learners.	Yes	Bilingual and ESL Education Board Policy #2423 Adopted 2024 Refer to ACCESS for ELLs Schools Report Translation Services	
Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Special Education Board Policy #2460 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Affirmative Action Program Board Policy #1140 Adopted 2024 Section 504 of the Rehabilitation Act of 1973 Students Board Policy #2418 Adopted 2021	
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Home Instruction due to Health Conditions Board Policy #2412 Adopted 2021 Title I Educational Stability for Children in Foster Care Board Policy #2415.30 Adopted 2023	
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	Yes	Home Instruction due to Health Conditions Board Policy #2412 Adopted 2021 Programs for Pregnant Students Board Policy #2416 Adopted 2021 CST Testing Instruments Affirmative Action Program for Schools and Classroom Practices Board Policy #2260	

		Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Marital Status and Pregnancy Board Policy #5752 Adopted 2021	
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C. 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 school district, charter or renaissance school project’s guidance program provides the following (Table 11):

Table 11: Guidance Programs and Services

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Access to adequate and appropriate counseling services for all students, inclusive of any protected categories listed at N.J.A.C. 6A:7-1.1(a)	Yes	Naviance Genesis Sample of School Counseling/SAC Offerings and Bias free materials School Counseling Board Policy #2411 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024	
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 non-traditional careers.	Yes	Naviance Genesis Course Catalog for Career Education School Counseling Board Policy #2411 Adopted 2024 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024	
Guidance counselors are using bias-free materials.	Yes	School Counseling Board Policy #2411 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024	

		Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Sample of School Counseling/SAC Offerings and Bias free materials	
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D. Equity in Physical Education

N.J.A.C. 6A:7-1.7 (d) and Title IX, Education Amendment of 1972

Ensure that the district, charter or renaissance school project’s physical education program is co-educational, as follows (Table 12):

Table 12: Physical Education

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
All instructional activities are equitable and are co-educational.	Yes	Health and Physical Education Board Policy #2422 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024	

E. Equity in Athletic Programs

Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972

Ensure that the district, charter or renaissance school project's Athletic Program accomplishes the following (Table 13):

Table 13: Athletic Programs

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensures relatively equitable numbers of varsity and sub-varsity teams for male and female students.	Yes	Athletic Competition Board Policy #2431 Adopted 2023 Health and Physical Education Board Policy #2422 Adopted 2021 Districtwide sports schedule	
Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	Athletic Competition Board Policy #2431 Adopted 2023 Health and Physical Education Board Policy #2422 Adopted 2021 Employment postings/stipends Athletic Schedule	
Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Sample of location of team home games Athletic Competition Board Policy #2431 Adopted 2023 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Athletic Schedule Athletic Purchase Orders	

Provides comparable facilities for male and female teams.	Yes	Athletic Competition Board Policy #2431 Adopted 2023 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2024 Equal Educational Opportunity Board Policy #5750 Adopted 2024 Building Athletic Plans	
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