



AFFIRMATIVE ACTION MANDATORY TRAINING

Hillside Public Schools

Dr. Antoine Gayles, Superintendent

Dr. Christy Oliver-Hawley, Affirmative Action Officer

AFFIRMATIVE ACTION AND EQUITY

- *Ensures all regardless of race, creed, color, national origin, ancestry, age, marital status, affection or sexual orientation, gender, gender identity, religion, disability or socioeconomic status are provided equal access to educational programs and services.*
- Protects-Students, Teachers, Administrators, Custodians, Secretaries, Support Staff



AFFIRMATIVE ACTION LAW AND CODE

- *N.J.A.C. 6A:7- Managing for Equality and Equity in Education*

Historical /Contextual Background

- Equal Protection under the Law- 14th Amendment
- Brown v Board- 1954
- Title VI of Civil Rights Act of 1964
- Guidelines for the Desegregation of Public Schools
- Rehabilitation Act of 1963



MANAGING FOR EQUALITY AND EQUITY

NJAC 6A:7

Equality and Diversity	Examples
School Classrooms	Curriculum, Instructional Materials, Access to GT Program, Grading, Discipline, Counseling and Guidance
Employment	Recruitment, Hiring, employee interactions,
Contract Practices	Hiring -contracts



AFFIRMATIVE ACTION OFFICER

EQUITY ADVOCATE

- An AAO does the following:
- Oversees the implementation of the district's affirmative action plan to increase equality in classroom, employment and contracts for those who have been historically excluded form equal access .
- • Oversees the development and implementation of the district's comprehensive equity plan with an Affirmative Action Team as defined in N.J.A.C. 6A:7.
- • Monitors implementation of the plan and related strategies for improvement.
- • Maintains communication with staff, students, and community. Posts announcements related to AA- open and visible(Website, flyers etc.)
- • Coordinates/provides **mandated in-service training** for all certified and noncertified staff.
- • **Is the point person for students and staff filing grievance procedures.** •
- Maintains confidential records and reports data as required.
- • Assures that the district maintains fair and impartial hiring practices; frequently sits in on interviews.



IN-SERVICE /PROFESSIONAL DEVELOPMENT

- **Annual Mandatory AA In-Service for Certificated and Non-Certificated Staff**
- **Additional AA Professional Development Topics**
- *Discrimination and bias awareness*
- *Multicultural/bias free materials*
- *Non-sexist career education –*
- *Human relations –*
- *Multicultural curriculum and activities –*
- *Amistad Commission/Infusing African-American History Across the Curriculum*
- *Holocaust and Genocide education*
- *Identifying Harassment or Sexual Harassment –*
- *Cultural Diversity*
- *Bullying and its consequences*



WHAT DOES AFFIRMATIVE ACTION COVER?

- **Racial Bias and Prejudice-**

discrimination occurs when an individual is subjected to unequal treatment because of their actual or perceived race

Intolerance

Unwillingness or refusal to tolerate or respect contrary opinions or beliefs of different races or backgrounds(This can be with religious groups, races, ethnic backgrounds).



RACIALLY HOSTILE ENVIRONMENT

- May be created by oral, written, graphic or physical conduct related to an individual's race, color or national origin that is sufficiently severe, persistent or pervasive so as to interfere with or limit the ability of the individual to participate in or benefit from the educational, employment or contractor opportunities in the district



UNWELCOME BEHAVIORS THAT MAY CONSTITUTE HARASSMENT

- Harassment is based on the person receiving the harassment's point of view
- Humiliating or abusive behavior that gives a victim torment
- Malicious gossip and/or rumors
- Invading personal and work space
- Isolation
- Sabotage
- Making repeated indecent racial/indecent comments
- Posting indecent photos
- Lewd comments (sexual harassment)



EXAMPLES OF COMPLAINTS AND VIOLATIONS OF AA CODE AND POLICIES

- Racial discrimination bias in hiring practices
- Hostile Workplace Environment
- Racially Hostile Workplace Environment
- Harassment and Sexual Harassment
- Gender discrimination in sports participation
- Exclusion of Minorities from Gifted and Talented Programs



COMPLAINT PROCEDURE

- The procedure is in place to provide students, employees and parents with a means by which they can seek remedy for alleged violations related to discrimination. This also includes sexual harassment and harassment.
- District website for forms and procedures
- AA Officers initiates hearings and assists with providing solutions



SOME PENALTIES LEVIED AGAINST NJ SCHOOL EMPLOYEES IN RECENT CASES

- Verbal Reprimand
- Written Reprimand and corrective action(training)
- Transfer
- Dismissal
- Loss of wages
- Withholding of salary increments
- Suspension
- Loss of pension



AFFIRMATIVE ACTION OFFICERS

- Dr. Christy Oliver-Hawley- Staff

- Ms. Lynn Randle- Students



CREDITS

- Web resources: www.tolerance.org (Southern Poverty Law Center)
- www.steinhardt.nyu.edu/metrocenter/EAC.html (Equity Assistance Center/NYU)
- www.napequity.org (National Alliance for Partnerships in Equity)
- www.state.nj.us/education/holocaust (NJ Commission on Holocaust Education)
- www.ed.gov/ocr (US Department of Education, Office of Civil Rights)
- www.njsba.com (New Jersey State Bar Association) www.adl.org (Anti-Defamation League)
- Denville Township Schools – Affirmative Action Presentation

