

Equity Policy / Affirmative Action

It is the policy of the North Wildwood School District not to discriminate in its educational programs, employment policies, or admission policies/practices on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, or socioeconomic status. Lack of English language skills will not be a deterrent to admission to any program in the district. A copy of the policy is on file in the Superintendent's Office.

Carolyn Morey is the district Affirmative Action Officer/Title IX Coordinator. She can be contacted at 1201 Atlantic Ave, North Wildwood, NJ 08260 or by phone at (609) 522-1454. The district's Comprehensive Equity Plan including the grievance procedure are on file in the school office. In accordance with NJAC 6A:7 and Title IX of the Education Amendments of 1972, pertinent information is available upon request.

Patti Donlan is the Officer for Section 504 of the Rehabilitation Act of 1973. She can be contacted at 905 1201 Atlantic Ave, North Wildwood, NJ 08260 or by phone at (609) 522-1454. Section 504 plans for the district and due process for disabled students are on file in the Child Study Team Office. Pertinent information is available upon request.

STAFF Title IX TRAINING

Discriminatory Harassment – Identification and Response

Some student misconduct may qualify as peer discriminatory harassment under one or more of the federal anti-discrimination laws enforced by the U.S. Department of Education's Office of Civil Rights. Staff are aware the definitions of discrimination, peer discriminatory harassment and hostile environment; how to comply with Title VI of the Civil Rights Act of 1964, the Equal Opportunities Act of 1974, Section 504 of the Rehabilitation Act of 1973, the Individuals with Disabilities Education Act and Title II of the Americans with Disabilities Act of 1990, with regard to discriminatory harassment; how discriminatory harassment differs from bullying; how to determine whether harassment is "severe, pervasive or persistent"; how to recognize racial, color and/or national origin harassment; how to recognize disability harassment, as well as the definitions of physical and mental impairments; how to recognize religious harassment; how to recognize sexual-orientation and gender-identity harassment; what harassment policies schools are legally required to adopt, and the ramifications for schools that don't abide by federal law; how schools are required to respond to allegations of peer discriminatory harassment; how to eliminate a hostile environment within a school; how to prevent future discriminatory harassment within a school; how to maintain confidentiality for victims, witnesses and alleged perpetrators of discriminatory harassment; what

due-process rights alleged perpetrators of discriminatory harassment are entitled to receive; how freedom of speech comes into play, with regard to discriminatory harassment; and what discriminatory-harassment resources you have at your disposal.

Regulations

- Family Educational Rights and Privacy Act (FERPA)
- Rehabilitation Act of 1973, Section 504
- Civil Rights Act of 1964, Title VI
- Equal Educational Opportunities Act (EEOA) of 1974
- Individuals with Disabilities Education Act (IDEA)
- Americans with Disabilities Act, Title II