

Affirmative Action Information

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The Demarest Board of Education recognizes and values the diversity of persons and groups within our society. The district will promote the acceptance of persons of diverse backgrounds and disapproves of the discrimination of any one individual. If an employee, student or parent feels that they have been discriminated against, they should file a written grievance with the Affirmative Action Officer who shall investigate the allegations.

Resources for Affirmative Action

[New Jersey State Division on Civil Rights](#)

[U.S. Department of Education Office of Civil Rights](#)

[U.S. Department of Justice Civil Rights Division](#)

[American Association for Affirmative Action](#)

[Affirmative Action Laws and Regulations](#)

AFFIRMATIVE ACTION GRIEVANCE PROCEDURE:

PURPOSE: To provide students, employees, and parents a procedure by which they can seek a remedy for alleged violations related to discrimination on the basis of race, color, creed, religion, affectional or sexual orientation, sex, ancestry, national origin, or socioeconomic status.

DEFINITION:

Grievance - A formal written complaint.

Grievant - Any student, employee, or parent aggrieved by a decision or condition falling under the guidelines of federal and/or state anti-discrimination laws.

Affirmative Action Officer- The district employee designated to coordinate efforts with antidiscrimination legislation and charged with the responsibility of investigating complaints.

Please see the procedures and forms below.

[Affirmative Action Procedures](#)

[Affirmative Action Report-Form A](#)

[Appeal-Form B](#)

[Second Appeal-Form C](#)

[Policy on Affirmative Action Program](#)

[Policy on Affirmative Action Program for School and Classroom Practices](#)

[Policy on Sexual Harassment of Teaching Staff Members](#)

[Policy on Sexual Harassment](#)

[Policy on Sexual Harassment](#)