

## **AFFIRMATIVE ACTION, STUDENT SEXUAL HARASSMENT, NEEDLESS LABELING OF STUDENTS**

The Manasquan Board of Education affirms its responsibility to ensure all students in the public schools of Manasquan equal educational opportunity and all employees equal employment opportunity regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, or socioeconomic status on an on-going basis..

An intensive affirmative action program shall be an integral part of every aspect of student life, including but not limited to, student participation in the classroom, grading, extra-curricular activities, sports, honors, course selection and guidance services. Neither harassment nor favoritism shall be permitted in any of the above.

Students shall be protected from all types of needless labeling. Any use of stereotype identification will be construed by the Board of Education as discrimination and will be ordered by the Chief School Administrator (CSA) to cease. The CSA shall develop procedures to process grievances fairly with protection of the rights of all concerned.

### **Affirmative Action Grievance Procedure**

Any matters, concerns, or grievances which fall in the area of discrimination on the basis of race, religion, creed, color, sex, national origin or ancestry, socio-economic group, age, handicap or sexual orientation should be reported to the district Affirmative Action Officer. By Board of Education Policy, Manasquan has affirmed its non-discrimination policy in educational opportunities as well as employment practices. Affirmative action grievance forms must be completed in order to file a grievance. **These forms are housed in the Principal's office as well as in the Affirmative Action Officer's office and on the website.** Adjudication of the problem shall be accomplished in a reasonable and timely fashion with the Superintendent of Schools conducting the investigation.

Affirmative Action Officer – Donald Bramley  
504 Compliance Office – Lesley Kenney