

AFFIRMATIVE ACTION

The Waterford Township School District Affirmative Action Team (AAT) has a Comprehensive Equity Plan in place to address any and all issues that arise pertaining to Affirmative Action incidents that fall under New Jersey law. According to the State Department, "The responsibility of each board of education of every public school district and charter school in New Jersey is to identify and correct all discriminatory and inequitable policies, programs, practices and conditions within or affecting their schools."

For the 2017-18 school year, the District Affirmative Officer is Mr. Patrick Davidson. Members of the AAT include:

Mr. Patrick Davidson, Principal
Dan Fox, Business Administrator
Dr. Brenda Harring-Marro, Superintendent of Schools & Principal
Mr. Rich Czyz, Principal

The AAT enforces that all district schools to comply with all applicable laws, codes, and regulations, including, but not limited to, the following:

Titles VI and VII of the Civil Rights Act of 1964

Title IX of the Education Amendments of 1972

Section 504 of the Rehabilitation Act of 1973

The Americans with Disabilities Act of 1990

Individuals with Disabilities Education Act (I.D.E.A.) of 1997

Equal Pay Act of 1973

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

Article I, Paragraph 5 of the New Jersey State Constitution

N.J.S.A.18A:36-20, Equality in Educational Programs

N.J.S.A.10:5 New Jersey Law Against Discrimination

New Jersey Administrative Code (N.J.A.C.)

6A:7 N.J.S.A. 18A:35-1, History of the United States and New Jersey N.J.S.A.

18A:36-20, Prohibition of Discrimination

Please click (LINK: <http://www2.ed.gov/about/offices/list/ocr/index.html>)

for a link to the US Department of Education, Office of Civil rights.

The mission of the Office for Civil Rights is to ensure equal access to education and to promote educational excellence throughout the nation through vigorous enforcement of civil rights.

The District follows the guidelines set forth in the Introductory Manual for Affirmative Action Officers, which can be accessed by clicking here (LINK:

<http://www.state.nj.us/education/equity/aao.pdf>)