



AFFIRMATIVE ACTION

What It Takes

It takes committed teachers and administrators willing to set high expectations and offer engaging curricula that make strong personal connections for their students. It takes schools where students are not just prepared to take and pass standardized tests, but where they are taught how to play a conscious , active role in society, how to recognize and combat racism and other institutionalized inequities and how to work in pursuit of the dream of social and global justice.

Anita Perna Bohn, Illinois State University

Affirmative Action Officers

Your AAOs have the responsibility to coordinate and implement the district's efforts to comply with the regulations of N.J.A.C. 6A:7 and to promote a working and learning environment free of discrimination on the basis of race, color, national origin, religion, gender, sexual orientation, age or disability. This person also serves as the district's Title IX Coordinator (Prohibiting Sexual Discrimination in Education).

Your Affirmative Action Officers

Shelly Harper

Affirmative Action Officer

harpersh@orange.k12.nj.us

Glasshebra Jones

Affirmative Action Officer

jonesshe@orange.k12.nj.us

973-677-4020

If I think I experienced discrimination..

- Fill out the district grievance form located on the Web Site under "Affirmative Action"
- Contact one of the affirmative action officers for an appointment
- There will be an intake session and an investigation launched
- The results/conclusion of the investigation will be sent to you in writing
- You are guaranteed confidentiality but not anonymity as witnesses must be questioned

Steps of a Grievance

- Step 1- Affirmative Action Officer initiates a grievance and investigation
- Step 2- If not satisfied with results may appeal to the Superintendent or designee
- Step 3- If not satisfied may appeal to the BOE
- Step 4- If not satisfied may appeal to the County Commissioner of Education
- The grievant has the right to by-pass this process and appeal directly to the Commissioner, EEOC, US Office of Civil Rights USDOE, or NJ Division of Civil Rights

The Orange School District remains dedicated to assure staff members and students of a safe working environment free of discrimination. Please feel free to contact your AAO Officers with any questions or concerns.

Thank you for your time! Have a successful and enjoyable school year!

Resources for Further Information

- *Southern Law Center:* www.tolerance.org
- *Equity Assistance Center/NYU:*
www.steinhardt.nyu.edu/metrocenter/EAC.html
- *National Alliance for Partnerships in Equity:* www.napequity.org
- *USDOE Office of Civil Rights:* www.ed.gov/ocr