

AFFIRMATIVE ACTION

The Island Heights Board of Education, in keeping with federal and state antidiscrimination legislation, has adopted and has available in the Main Office a grievance procedure providing for the resolution of pupil, employee, and parent complaints relative to Affirmative Action.

This procedure is to secure, at the lowest level possible, equitable solutions to the problems which may from time to time arise affecting the proper administration of New Jersey Administrative Code, Title 6, Subtitle A, State Board of Education, Chapter 4, Equality in Educational Programs.

No statements contained in Board of Education procedures and policies shall be construed as limiting the right of any pupil or staff member having a grievance adjusted without the intervention of the District Affirmative Action Officer.

Grievance shall mean a complaint by a pupil, or a staff member that there has been to him/her a personal loss, injury, or inconvenience because of a violation, misinterpretation, or negligible application of Board Policy or procedures.

An "Aggrieved Person" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken.

As stated above, procedures are filed in the Main Office and may be obtained from the Superintendent or the Affirmative Action Officer.