

## AFFIRMATIVE ACTION

Dear Community:

As you are aware, it is the policy of the Fair Lawn Board of Education that its public school system:

1. Provide all of its youngsters with equal educational opportunities;
2. Eliminate existing and future discriminatory practices in the classroom and workplace;
3. Promote understanding and mutual respect among the students for all people despite race, color, national origin, sex, disability and age, respectively.
4. Guarantee all persons equal access to all categories and conditions of employment, retention and advancement, despite race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, or socioeconomic status.

With respect to educational activities and programs conducted by the schools, either during the normal school day or after regular hours, this policy has the following purposes and objectives:

1. To ensure that all of the educational institutions in the district are free from all forms of overt and covert discrimination;
2. To guarantee a nondiscriminatory climate and a learning environment in which all students can achieve to their maximum educational potential;
3. To establish and maintain an awareness of and sensitivity to discrimination among faculty and staff through staff training and development programs;
4. To enhance the students' awareness of their abilities and options, regardless of their origins or sex, through the use and promotion of nondiscriminatory teaching and counseling methods and materials;
5. To support a positive approach by all school personnel, in the aggressive achievement of the plan.

To achieve this program successfully, having positive participation by all students is necessary for us, parents, administrators, and teachers. Toward this goal, we have held staff training sessions involving all personnel, both certified and non certified, and to the degree possible, informed our students. We have posted copy of the district's Affirmative Action Plan in all of the schools and facilities.

However, we also need your help. This is an involved, technical and sensitive subject that requires extensive discussion with youngsters, especially those in the elementary grades. I would ask that you review the goal of Affirmative Action with your children, informing them of its purposes, and the rights of individuals under the law. Let your children know that we have established procedures for addressing cases of discrimination.

Should you or your child have any concerns, please feel free to contact your school's Affirmative Action Officer. The Officer at Thomas Jefferson Middle School is Bonnie Constantine, 35-01 Morlot Avenue, Fair Lawn, 201-703-2240. Should you wish, you may contact me at 201-794-5500. Again, thank you for your cooperation in this matter.

Sincerely,



Lisa M. Panagia  
Director, Human Resources

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