

APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

Directions: Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non compliant MUST be addressed on the Comprehensive Equity Plan forms.

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>	Y	<ul style="list-style-type: none"> • All BOE approved annually • See Appendix B-1 for dates of adoption 	
<p>1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p>a) Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p>	Y	<ul style="list-style-type: none"> • Policy 1140-- Affirmative Action Program • Policy 1523—Comprehensive Equity Plan • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750—Equal Educational Opportunity • Policy 5755—Equity in Educational Programs and Services 	
<p>b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	Y	<ul style="list-style-type: none"> • Policy 1140--Affirmative Action Program • Policy 1523—Comprehensive Equity Plan • Policy & Regulation 5750—Equal Educational Opportunity • Policy 5755—Equity in Educational Programs and Services 	
<p>c) Provide equitable treatment for pregnant and married students.</p>	Y	<ul style="list-style-type: none"> • Policy 2416—Programs for Pregnant Pupils • Policy 5752—Marital Status and Pregnancy 	
<p>d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and</p>	Y	<ul style="list-style-type: none"> • Policy 1523—Comprehensive Equity Plan • Policy & Regulation 5512--Harassment, Intimidation and Bullying 	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
bullying. (P.L.2010,c122).		<ul style="list-style-type: none"> • Policy & Regulation 5751—Sexual Harassment 	
2) Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Y	<ul style="list-style-type: none"> • Policy 1523—Comprehensive Equity Plan • Policy 1550—Equal Employment /Anti-discrimination practices 	
3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project’s Title IX Coordinator.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program 	
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program 	
B. Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program 	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program • Policy 2415.01—Academic Standards, Academic Assessments, and Accountability • Policy & Regulation 2423—Bilingual and ESL Education • Policy 2610—Educational Program Evaluation • Policy 2622—Student Assessments 	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program • Policy 1523—Comprehensive Equity Plan 	
1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program 	
2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person;	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program 	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
and, train the AAO to handle the equity responsibilities.			
3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program • Policy & Regulation 1510—Americans with Disabilities Act • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices 	
4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program • Policy & Regulation 1510—Americans with Disabilities Act • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy 2415.01—Academic Standard, Academic Assessments and Accountability 	
5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy 2415.01—Academic Standard, Academic Assessments and Accountability 	
6) Authorize the AAO to conduct yearly equity training for all staff.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program 	
E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project’s website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education	Y	(For County Vocational School Districts Only) <ul style="list-style-type: none"> • Policy & Regulation 5111—Eligibility of Resident/Nonresident Pupils 	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
Programs and Standards.			

II. <u>STAFF DEVELOPMENT AND TRAINING</u> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to:	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program 	
1) Certificated (administrative and professional) staff.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program • Policy & Regulation 3240—Professional Development for Teachers and School Leaders 	
2) Non-certificated (non-professional) staff.	Y	<ul style="list-style-type: none"> • Policy 1140—Affirmative Action Program • Policy 4240—Employee Training 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>1) Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the State’s Core Curriculum Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	Y	<ul style="list-style-type: none"> • Policy & Regulation 2200—Curriculum Content • Policy& Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy 2415.01—Academic Standards, Academic Assessments and Accountability • Policy 5755—Equity in Educational Programs and Services 	
<p>a) School climate and culture, safe and positive learning environment</p>	Y	<ul style="list-style-type: none"> • Policy& Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750—Equal Educational Opportunity 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
b) Courses of study, including physical education	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750—Equal Educational Opportunity • Policy 2422—Health and Physical Education 	
c) Library materials/instructional materials and strategies	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750—Equal Educational Opportunity 	
d) Technology/software and audiovisual materials	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750—Equal Educational Opportunity 	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 2411—Guidance Counseling • Policy & Regulation 5512—Harassment, Intimidation, and Bullying • Policy & Regulation 5750-- Equal Educational Opportunity 	
f) Extra-curricular programs and activities	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750-- Equal Educational Opportunity 	
g) Tests and other assessments	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750-- Equal Educational Opportunity 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750-- Equal Educational Opportunity • Policy 5755—Equity in Educational Programs and Services 	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750-- Equal Educational Opportunity 	
3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750-- Equal Educational Opportunity 	
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750-- Equal Educational Opportunity 	
<p>B. Equality and Equity in Student Access N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless</p>	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for school and Classroom Practices • Policy & Regulation 5750-- Equal Educational Opportunity • Policy 5755—Equity in Educational Programs and Services 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:			
1) Ensure equal and barrier-free access to all school and classroom facilities.	Y	<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	
2) Attain minority representation of students within each school, including racial and ethnic balance, that approximates the district, charter and renaissance school project’s overall minority racial and ethnic representation.	Y	<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Y	<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	
4) Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.	Y	<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy 5755—Equity in Educational Programs and Services 	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Y	<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	
c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.	Y	<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	
d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.		<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.		<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	
f) Ensure that all schools’ registration procedures are in compliance with State and Federal regulations and case law.		<ul style="list-style-type: none"> • Policy & Regulation 5111—Eligibility of Resident/Nonresident Pupils 	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.		<ul style="list-style-type: none"> • Policy & Regulation 2423—Bilingual and ESL Education 	
6) Utilize bias-free measures for determining the special needs of students with disabilities.		<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy 2460—Special Education • Regulation 2460.1—Special Education-Location, Identification, and Referral • Policy 2460.8—Special Education-Free and Appropriate Public Education • Regulation 2460.9—Special Education-Transition from Early Intervention Programs to Preschool Programs • Regulation 2460.16—Special Education-Instructional Material to Blind or Print-Disabled Pupils 	
7) Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including	Y	<ul style="list-style-type: none"> • Policy & Regulation 2260—Affirmative Action Program for School and Classroom Practices 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
English language learners.			
8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.	Y	<ul style="list-style-type: none"> • Policy 2416—Program for Pregnant Pupils • Policy 5752—Marital Status and Pregnancy • Policy 5755—Equity in Education Programs and Services 	
C. Equality and Equity in Guidance Programs and Services <small>N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998</small> Ensure that the district, charter and renaissance school project’s guidance program provides the following:			
1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.	Y	<ul style="list-style-type: none"> • Policy & Regulation 2411—Guidance Counseling • Policy 5755—Equity in Education Programs and Services 	
2) A full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.	Y	<ul style="list-style-type: none"> • Policy& Regulation 2260—Affirmative Action Program for School and Classroom Practices • Policy & Regulation 2411—Guidance Counseling • Policy 5755—Equity in Education Programs and Services 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
3) Bias-free materials for use by counselors.	Y	<ul style="list-style-type: none"> • Policy & Regulation 2411—Guidance Counseling • Policy 5755—Equity in Education Programs and Services 	
D. Equality and Equity in Physical Education <small>N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</small> Ensure that the physical education program and instructional activities are equitable.	Y	<ul style="list-style-type: none"> • Policy 2422—Health and Physical Education • Policy 5755—Equity in Educational Programs and Services 	
E. Equality and Equity in Athletic Programs <small>Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</small> Ensure that the athletic program accomplishes the following:			
1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.	Y	<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	
2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Y	<ul style="list-style-type: none"> • Policy 5755—Equity in Educational Programs and Services 	
3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Y	<ul style="list-style-type: none"> • Policy and Regulation 2260—Affirmative Action Program for School and Classroom Practices 	
4) Comparable facilities for male and female teams.	Y	<ul style="list-style-type: none"> • Policy and Regulation 2260—Affirmative Action Program for School and Classroom Practices 	

IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: 1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project’s certificated and non-certificated staff and within every category of employment, including administration.	Y	<ul style="list-style-type: none"> • Policy & Regulation 1510—Americans with Disabilities Act • Policy & Regulation 1530—Equal Employment Opportunity • Policy & Regulation 1550—Equal Employment/Anti-Discrimination Practices 	
2) Target recruiting practices for under-represented populations in every category of employment.	Y	<ul style="list-style-type: none"> • Policy & Regulation 1530—Equal Employment Opportunity 	
3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	Y	<ul style="list-style-type: none"> • Policy & Regulation 1510—Americans with Disabilities Act • Policy & Regulation 1530—Equal Employment Opportunity • Policy & Regulation 1550—Equal Employment/Anti-Discrimination Practices 	
4) Monitor promotions and transfers to ensure non-discrimination.	Y	<ul style="list-style-type: none"> • Policy & Regulation 1530—Equal Employment Opportunity • Policy & Regulation 1550—Equal Employment/Anti-Discrimination Practices 	

IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Y	<ul style="list-style-type: none"> • Policy & Regulation 1530—Equal Employment Opportunity • Policy & Regulation 1550—Equal Employment/Anti-Discrimination Practices 	
B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	Y	<ul style="list-style-type: none"> • Policy & Regulation 1530—Equal Employment Opportunity • Policy & Regulation 1550—Equal Employment/Anti-Discrimination Practices 	
C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	Y	<ul style="list-style-type: none"> • Policy & Regulation 1530—Equal Employment Opportunity • Policy & Regulation 1550—Equal Employment/Anti-Discrimination Practices 	