



Welcome to the Affirmative Action Office

The Dumont School District's Affirmative Action Office consists of one team member from each school, and the officer, Mr. Luis Lopez. Together, it is their duty to ensure that the following goals are met:

- To coordinate and implement the district's efforts to comply with the regulations of N.J.A.C. 6A:7 and Title IX of the Education Amendments of 1972, 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.
- To implement and monitor that the district is in full compliance with its approved Comprehensive Equity Plan.
- To ensure that all district employees and students have a clear understanding of what constitutes harassment, whether sexual, racial, or of a demeaning nature, and the laws and codes regarding equity and Title IX.
- Notify all students and employees of district grievance procedures for handling discrimination complaints. Under Title IX, the Affirmative Action Officer must investigate any complaint alleging sex discrimination.
- To ensure that the district does not enter into any contract with a person, agency, or organization that discriminates in employment practices or the provision of benefits or services.

The AAO Team will accomplish these goals by investigating and responding to complaints and grievances in a timely manner, in full accordance with district policies; scheduling ongoing in-service training for school personnel regarding equity, diversity, and best practices; and researching and sharing strategies and practices that promote a school environment free of bias, discrimination, and harassment.

Sincerely,

Luis D. Lopez

