



### **Philip's Affirmative Action Resources**

Affirmative Action is a State obligation requiring School Districts to appoint an Affirmative Action Officer, to coordinate and implement District efforts, to comply with State affirmative regulations and to promote a working and learning environment, free of discrimination and harassment on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, or socioeconomic status.

State and federal laws protect individuals against discrimination based on race, creed, religion, color, national origin/nationality, ancestry, age, sex/gender (including pregnancy), marital status/civil union /domestic partnership status, familial status, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, disability (actual, perceived, or regarded as ) or liability for service in the U.S. Armed Forces /military status.

The State of New Jersey's intent is to ensure that all students receive equal access to educational programs and services, and to ensure equality in employment and contract practices.

#### **Please see resources below:**

Affirmative Action Officer: Reyna Nuesi,

Email: [rnuesi@pacspaterson.org](mailto:rnuesi@pacspaterson.org)

#### **Forms and Resources**

[Complaint & Referral Form](#)

[Incident Report](#)

[Written Statement](#)

[Appeal Form](#)

#### **Policies**

[Nondiscrimination, Affirmative Action Policy](#)