

**Non-Discrimination Policy / Affirmative Action / ADA and 504 Coordinator**

N.J.A.C. 6:4 (Equality in Education Programs) and Title IX of the Education Amendments of 1972 (Prohibiting Sex Discrimination in Education)

It is the policy of the Kearny Board of Education not to discriminate on the basis of race, color, creed, religion, gender, sexual orientation, disability, ancestry, national origin, or economic status in its education programs, activities, or employment policies. Inquiries regarding compliance may be directed to:

**Affirmative Action/Title IX Officer**

Donna Masters  
100 Davis Avenue  
Kearny, NJ 07032  
201-955-5020

**504 Coordinator**

Kelly Lindenfelser  
172 Midland Avenue  
Kearny, NJ 07032  
201-955-5082

The procedure below must be followed for the handling of discrimination complaints that originate in the Kearny School District:

1. Complaint must first be referred to the district's Affirmative Action Officer and the Superintendent of Schools.
2. The next level of reference is the Kearny Board of Education.
3. If the complaint cannot be settled at this level, it should then be referred to the County Superintendent of Schools.
4. If the complaint is not satisfactorily resolved, it can be referred to any of the agencies listed below.

Commissioner of Education  
c/o Deborah Antanaitis, Director  
Bureau of Controversies and Disputes  
NJ Department of Education  
225 East State Street, CN500  
Trenton, NJ 08625

Equal Employment Opportunity Commission  
Newark District Office  
60 Park Place – Room 301  
Newark, NJ 07102  
201-645-6383 or 201-645-6016

U.S. Office of Civil Rights  
U.S. Department of Education  
26 Federal Plaza – Room 33-130  
New York, NY 10278  
212-264-3199

NJ Division of Civil Rights  
1100 Raymond Boulevard – Room 400  
Newark, NJ 07102  
201-648-2700