

**GOVERNANCE & OPERATIONS**

**FILE CODE:** GO/4111.1

PERSONNEL

EQUAL EMPLOYMENT OPPORTUNITY

Equal Employment Opportunity

The NJSBA provides equal employment and advancement opportunities for all people regardless of race, creed, color, sex, marital status, domestic partnership status, ancestry, national origin, age, sex, sexual or affectional orientation, liability for service in the Armed Forces of the United States, atypical hereditary cellular or blood trait of any individual, non applicable disability (in the case of a disabled individual, the nature and extent of the disability reasonably precludes the performance of the essential job functions) or because of genetic information or refusal to submit to or make available the results of a genetic test. *N.J.S.A. 10:5-12.*

NJSBA expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identify or expression, national origin, age, genetic information, disability or veteran status. Improper interference with the ability of NJSBA's employees to perform their job duties may result in discipline up to and including termination of employment.

Authority: BD 4/81  
BD 12/90  
BD 4/91  
BD 9/94  
BD 10/00  
BD 1/03  
BD 5/05  
BD 3/16

See Also: GO/4010  
GO/4118.14

Conscientious Employee Protection

In accordance with New Jersey State Law (*N.J.S.A. 34:19-3*), an employee is protected against retaliatory action if he/she:

1. Discloses or threatens to disclose to the Executive Director, General Counsel, a Department Director or supervisor, Human Resources , NJSBA officer or board of director member, or public body an activity, policy or practice of his/her employer that he/she believes is in violation of a law, rule or regulation.
2. Provides information to or testifies before a public body conducting an investigation, hearing, or inquiry into any violation of law, rule or regulation.
3. Objects to or refuses to participate in an activity, policy or practice if he/she reasonably believes

**N E W J E R S E Y S C H O O L B O A R D S A S S O C I A T I O N**

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that it is in violation of a law or regulation or is fraudulent or that it is incompatible with a clear mandate of public policy concerning the public health, safety or welfare.

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If an employee believes that he/she has been involved, or has knowledge of, any action that may be in violation of law, regulation or public policy, or is fraudulent, the employee is urged to notify their supervisor, or where the employee reasonably fears retaliation, notify Human Resources so that the matter may be investigated and corrected.

Authority: BD 5/05  
BD 3/16

See Also: GO/4115.2