



**"Stand Up For Pride" logo designed by
Tahmari Farrell, 8th grade**

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Save the Dates!

Monday, April 1st to Friday April 5th	Spring Break: April 1st-5th
Monday, April 8th	School Reopens
Thursday, April 11	Parent Council Meeting at 5:30PM
Thursday April 18th	Graduation Re-Takes and Spring Dress Down Pictures at 8:30AM
Thursday April 18th	Third Trimester Progress Report Card Parent Conferences from 3:35PM-6:00PM
Monday, April 22nd	Start of our 10-Day Countdown to NJSLA
Wednesday, April 24th	ESSA "Have Your Say" Zoom Parent Meeting @ 6PM

LOOKING AHEAD:

NJSLA Testing Begins - Monday, May 6th

Teacher Appreciation Week - Monday, May 6th to Friday, May 10th



Pride Parent Survey 2023-2024

Parents/Guardians: Please read each statement and select the choice that most matches your response. We appreciate the time and grace that you will bring to sharing your reflections with us. Students of parents who complete this survey will be provided with an opportunity to Dress Down on a designated day in April or June.

Parent Survey!

Please take the opportunity to complete this year's Parent Survey which will be distributed via email this month! Your feedback will be shared with the Board of Trustees and with our administration and faculty as we reflect on our success and set goals for continued improvement and growth as a school community. Students of parents who complete this survey will be provided with an opportunity to Dress Down on a designated day in May.

LINK to Survey: <https://forms.gle/g6uPhRYeAugj9BDa6>



Progress Report Parent-Teacher Conferences & Pick-Up

Report Cards will be distributed during Parent-Teacher Conferences on Thursday 4/18 from 3:35PM-6:00PM. Some tips and suggestion as report card conference nights approaches:

- 1. Finding time to meet may be more difficult than usual.** You may have more to juggle these days, between your job, your child's learning, and other family demands. Your child's teacher is probably juggling many of the same things. If the proposed conference time does not work for you, please let the teacher know so that you can come up with a mutually convenient time to meet.
- 2. You have essential information to share with your child's teacher.** You may be seeing strengths and struggles the teacher doesn't see. The more you share with your child's teacher, the more you can work together to help your child thrive. Your child's teacher may also ask you for specific feedback on their instruction. Please share what's working and what isn't.
- 3. All questions are good questions.** You may have questions about your child's academic skills and progress and social-emotional well-being. You might want the teacher to show you how to get into PowerSchool, Google Classroom or another online platform. It's OK to ask about those things, too.
- 4. Building a relationship with your child's teacher.** Use this meeting as a time to share your needs and also any positives. Teachers will appreciate your acknowledgement of their hard work and care for your children.



10-Day Countdown!

At Pride Academy Charter School, we work hard to get our scholars excited about state testing. We see the NJSLA as nothing to dread or be anxious about, instead we approach it as an opportunity to show the state and the community how much our Pride Scholars have grown academically. That is absolutely something to be proud of.

The theme of this year's 10-Day Countdown to the NJSLA is "**Pride Lions: Get It Done!**" The countdown will start on Monday, April 22 and will go on for the 10 days leading up to the NJSLA Pep Rally on May 3rd.

During those 10 days, our scholars will start their day with a chance to win fun prizes for answering sample test questions. Each day has a specific focus: Math Monday will involve practicing solving equations and reviewing math. Text Clues Tuesdays will provide scholars with opportunities to define vocabulary words using the context clues within a sentence. Word Problem Wednesday will challenge scholars with math word problems. Thoughtful Thursday will support ELA goals by having scholars respond to writing prompts. Finally, Fantastic Friday will challenge students to improve basic sentences and make them FANTASTIC by using creative and descriptive vocabulary words.

At the end of the 10 days, we'll have the whole community participate in NJSLA Pep Rallies where we will recognize scholars who had the Top Scores and showed the Most Growth in our last interim assessments. This will no doubt help give our scholars the motivation and confidence they need to face the NJSLA head on.



Calling All Pride Families

One special state testing tradition that Pride Academy has is our daily letters of encouragement. These letters came from their teachers and staff, but the most important letter is the one they receive from their parents and family members. For many years, our scholars have been truly inspired by these letters and they helped them to stay determined and work hard during the long hours and days of testing. Soon you will be receiving a notice asking you to take a moment to write a letter or card for us to present to your child during their NJSLA testing. Please be sure to send us your letter in a sealed envelope no later than May 2nd. We thank you in advance for your support with this important initiative to support and encourage your child. The following are some words from students who have truly benefited from their parents' letters:

"I just wanted to give a big "THANK YOU" to my parents for the letters I have received over the years. They always encouraged me to study and helped me... Their letters and support has really made a difference for me during the NJSLA tests. I was super close to reaching Level 4 because of them."

**Obiora Okafor
8th Grader Pride Scholar**

"The parent letter really encouraged me and surprised me. Getting a letter from my mom was something I never expected, so I was really shocked. The letter really encouraged me to try my best."

**Israel Oshode-Adebayo
8th Grader Pride Scholar**

Pride Academy Parent Council & 365 Foundation

Present



Designer Bag Bingo & Tricky Tray

Saturday, May 18th from 4pm to 8pm

DOORS OPEN AT 3:30 PM

\$35 per person

Includes: Admission, 10 Bingo Game Sheets,
1 Tricky Tray Sheet, Door Prize Ticket

*Bring your own food and non-alcoholic beverages or purchase
food and beverages that will also be sold.



SCAN HERE!



117 Elmwood Avenue

Please use the Glass Door Entrance to
Great Room on Shephard Avenue

Proceeds go to
Friends of Pride Academy
Hopes & Dreams Fund

www.prideacs.org



Parent Council Designer Bag Bingo & Tricky Tray

Our Pride Academy Parent Council is working with the 365 Foundation to co-host a Designer Bag Bingo and Tricky Tray Fundraiser on Saturday, May 18th. We will play 10 Bingo games. The prize for each Bingo game is a Designer Bag from Coach, Kate Spade, Michael Kors, and Marc Jacob's. In between Bingo games, we'll also be having a Tricky Tray, 50/50 raffles, and more. Please bring your friends and family for a great time. You are welcome to bring your own food and non-alcoholic beverages to eat and share with your table. The Parent Council will also be selling plates of chicken, baked ziti, salad, and a roll for \$10 (while supplies last.)

The proceeds of this event will go to the Friends of Pride Academy Hopes and Dreams Fund. The Hopes and Dreams Fund provides teachers with the opportunity to develop and implement experiences that enrich the learning in their classrooms by funding educational programs, academic and cultural trips, special events, and the purchase of materials and equipment. For instance, our 8th grade scholars were able to go to see the play 'Keep Marching: The Road to the March On Washington' at NJPAC, which added context to their study of the novel "A Mighty Long Way: My Journey to Justice at Little Rock Central High School." Tickets are \$35 per person and can be purchased on the Pride Academy website or scan the QRS code to purchase tickets.



We Need Your Help to Reinforce High Expectations for Learning and Behavior at School

On behalf of the PRIDE Academy Charter School (PRIDE) Administration and staff, we hope that this message finds our students and their families doing well as we rapidly approach the end of the year. Our admiration and respect for the work and dedication of our teachers, the hard work of our students, and the high expectations, caring and partnership shared with our families grows each day. It comes as no surprise that PRIDE enjoys a strong and well-deserved reputation and that many of our families enroll more than one child and recommend our school to their family and friends.

We have enjoyed a positive and strong start to the 2023 - 2024 school year. As we begin the second trimester and 2024, it is good to take time to revisit and review expectations for school. For context and perspective, Pride Academy Charter School has 300 students arriving each day who spend 7+ hours and longer, for those involved in clubs, activities, and sports, here. Overall, our students are found to be polite, thoughtful, respectful and engaged in their studies. Please continue to take pride in your children and the way in which you are raising them.

That being understood, as we approach Winter Break and the heightened level of excitement that occurs around this time of year, now is an opportune time to discuss with your children the PRIDE Academy Charter School Student Code of Conduct and continued expectations regarding student behavior choices. PRIDE Academy Charter School students MAY NOT:

- Fight, play fight, hit, hit back, wrestle or roughhouse in any manner. Students must keep their hands, feet, and objects to themselves.
- Students may not engage in physical displays of affection, kissing, hugging, handholding, etc. These are inappropriate for school and may result in a complaint of sexual harassment involving one participant against the other or witness complaints against one or both participants.
- Engage in name calling, roasting, or any type of harassment, intimidation, or bullying or any actions, whether verbal, physical, in-person, or online, that are demeaning, harassing, hurtful, embarrassing or hateful. This includes, but is not limited to actions based on religion, gender, body type, gender expression, sexual orientation, real or perceived ability or disability, culture, race or ethnicity. They may not refer to peers as any type of animal or call them anything other than their given name. Pride Academy Charter School has clear policy and procedures in place and they have been well covered with our students. Please follow this link to the **PRIDE Academy Charter School Parent Handbook and Student Code of Conduct** [<https://prideacs.org/policies-reports/>]. Please read the Handbook and discuss it with your child.
- Bring drugs, nicotine, prohibited substances or related paraphernalia or packaging to school, use prohibited substances in school, on school grounds or at school events, or attend school under the influence or bearing evidence of exposure to prohibited substances. Please see our **Drugs, Alcohol, Nicotine & Tobacco policy** in our **Parent Handbook, Page 33**
- Bring weapons or other prohibited items to school. Please refer to our **Parent Handbook and Student Code of Coonduct, Pages 19-20 "Not Allowed in School"**.

All students must abide by the following:

- All students should have purchased a front dial combination lock and have an assigned school locker by now. Cell phones must be placed in the student's own locker and kept there until dismissal. Students may not carry cell phones on their person during the school day or in backpacks/purses or fanny packs. If cell phones are brought to school, they may not be used in school at any time (including before school and after school activities and during classes, transitions in hallways,

restroom visits, lunch and recess) and must remain locked up in lockers. Cell phones will be confiscated due to lack of compliance with our expectations. The school is not responsible for lost or stolen cell phones. **[Parent Handbook, Page 9]**

- We strongly recommend that your child does not allow other students to use their cell phone and that they do not use another student's cell phone, especially to access their Social Media as this may allow other students access to their accounts. Additionally, students must not share their Social Media account passwords with other students and must immediately change any passwords that have been shared in the past. Students will be held responsible for any negative impact arising from postings/tags etc on or sent from their Social Media account(s).
- Students may not bring lunch or snacks that include nuts or nut products of any kind, shelled edible seeds, candy/chocolate bars, carbonated drinks, and they may not share food items.
- Students may not bring permanent markers for use in school and they may not use them anywhere in school including restrooms to deface school property. **[See Parent Handbook and Student Code of Conduct, Page 17, "Not Allowed in School"]**
- Students must follow school practices with regard to their use of our school restrooms to respect the privacy of others, maintain a high level of cleanliness and sanitary conditions, and prevent the destruction of property, fixtures and plumbing:
 1. They may only be inside the stalls by themselves and may never be in a stall with other individuals.
 2. They may not stand on the commode or look over into other stalls, look under the stall doors/walls into other stalls, or look through cracks in between the door and stall walls into the stall.
 3. They may not place items of food or other objects in the commodes or urinals.
 4. They may not urinate or defecate on the floor instead of in the commode or the urinal.
 5. They may not vandalize the walls, doors and other areas of the restroom with graffiti or anything else.
 6. They may not enter the restroom with their cell phones to use their phones and/or to video record themselves or others.
 7. They may not arrange with others to meet up or congregate in the restrooms at any time during the day including before homeroom or during class time, homeroom time, transitions, lunch/recess, and after school activities.

Please help us by adding your voice to these expectations. From time to time, we address poor choices made by our students and a student will say, "But, I didn't mean anything by it," or "I was just playing." Please reinforce that under school, state, and federal anti-bullying, anti-violence and anti-discrimination policies and laws, intent does not matter, only actions do.

Students and family members are encouraged to reach out to Robin Brower, Dean of Students and District Anti-Bullying Coordinator (rbrower@prideacs.org), or Fiona Thomas, Principal (fthomas@prideacs.org) if they need to make a report or have a concern. More information can be found on our school webpage [www.prideacs.org]. We remain open to helping our families navigate the sometimes rocky waters of childhood.

A proactive conversation now at home can help avoid uncomfortable situations and accountability consequences for your child at school. Please reinforce our core values of Peace, Respect, Integrity, Determination, and Empathy. Speak with your child about the high expectations that you and we share, which are that all of our students will treat each other and all members of our school community with kindness, respect and dignity because we desire to keep PRIDE a safe, structured and positive school community where teaching and learning can continue to flourish.

As always, we are grateful for your support and we thank you for entrusting us with your children.

Robin Brower
Dean of Students & Anti-Bullying Coordinator

Fiona Thomas
Principal



Late Student Pick-Up Fees

Our regular new school hours are **Monday-Thursday 8AM to 3:20PM** and **Fridays 8AM to 2:10PM**. Our school hours on half days are from 8AM to 12:30PM. Making sure your child arrives at school on time and is picked up on time after school is your responsibility. If you use a transportation service or have another person pick up your child, you must ensure that your child is picked up on time each day. If your child is not picked up immediately after school, late charges will be incurred. The rates for late pick up are as follows:

- Every student is given a **15-minute grace period** to be picked up from school. The grace period for late pickup ends at 3:35PM on Mon.-Thurs., 2:25PM on Fridays, and at 12:45PM on half days.
- Late fees of \$5 for the first minute and \$1 per minute thereafter will be charged for any child not picked-up by 3:35PM Mon-Thurs., 2:25PM on Fridays, and 12:45PM on half days. Fees are payable in cash and due at the time of pickup from school.
- **Late fees will also be charged for siblings/friends of scholars in after school activities who are waiting for pick up. Siblings and friends either need to participate in the after school activity or be picked up on time at the regular end of day pick up time.**

Students will not be allowed to wait outside for parents after 3:35PM Mon-Thurs. 2:25PM. on Fridays, and 12:45PM on half days. Any students still at school after those allotted times will be escorted back into the building to wait for parents. Parents must then come inside to sign students out of the late pick-up room and pay the applicable late fees. Late students will no longer be permitted to take phone calls from parents/guardians requesting that they come outside to meet you. Students who disregard this expectation, may face accountability and late pick up fees will be incurred.

SAFETY FIRST



Keeping Everyone Safe in School and at Home!

New guidance regarding how to respond to COVID-19 has been published and updated by the CDC which you can review below using this [LINK](#). The main takeaway is that our response to COVID-19 will now be similar to how we respond to other respiratory illnesses like RSV and influenza and include the following:

- Remaining at home until you are fever free for at least 24 hours without use of fever reducing medications;
- Recommending staying up to date with vaccinations against COVID, RSV and flu, especially for individuals who are most vulnerable to experience severe and long-lasting illness;
- Encouraging appropriate hygiene habits such as staying home if symptoms include fever, vomiting, and diarrhea, covering coughs/sneezes, regular hand washing, sanitizing frequently touched surfaces, and use of medical-grade and well fitting facial masks;
- Maintaining good ventilation with the use of open windows and air purifiers;

Please note that the main change to our response with regard to school is that a student or staff member who tests positive for COVID-19 **will no longer** need to remain in quarantine for 5 days and they are not required (although, it is still recommended if there are lingering symptoms other than fever) to mask for the following 5 days after return to school. However, the requirement that such individuals must remain at home until fever-free for at least 24 hours without fever-reducing medication is mandated.



April Nutrition News!

Please visit our [Pride Academy school website](#) for information about our Breakfast and Lunch program and nutrition services. Students can order their lunch via an online portal and they will do this on a monthly basis. If you would like to support them in their ordering, please reach out to Ms Oates, our Main Office Coordinator.

Breakfast Menu

April Breakfast				
Monday	Tuesday	Wednesday	Thursday	Friday
1 	2 	3 	4 	5 
8 100% Apple Juice W/G Special K Cereal with W/G Graham Crackers W/G Graham Crackers Pineapple Cup Milk	9 W/G Corn Flakes Cereal with W/G Graham Crackers Peach Applesauce Cup 100% Fruit Punch Milk	10 W/G Corn Chex Cereal Mandarin Orange Cup 100% Tangerine Juice Milk	11 W/G Honey Scooters Cereal Fresh Orange Milk	12 W/G Superdonut 100% Grape Juice Mixed Fruit Cup Milk
15 W/G Fruit Loops Cereal W/G Blueberry Muffin Flat Fresh Apple Milk	16 W/G Toasted Oats Cereal with W/G Cinnamon Tiger Bites Fresh Pear Milk	17 W/G Cinnamon Raisin Bagel with Cream Cheese Fresh Orange Milk	18 100% Strawberry Kiwi Juice W/G Krispy Rice Cereal Milk Diced Peach Cup	19 Apple Juice W/G Corn Chex Cereal Mixed Fruit Cup Milk
22 100% Grape Juice W/G Corn Flakes Cereal with W/G Graham Crackers Whole Grain Animal Snackable Peach Applesauce Cup Milk	23 W/G Superdonut Fresh Orange Milk	24 100% Fruit Punch Honey Wheat Bagel with Cream Cheese Mixed Fruit Cup Milk	25 W/G Frosted Flakes Mini Waffles W/G Bran Muffin Fresh Apple Milk	26 W/G Blueberry Muffin Flat Fresh Pear Milk
29 100% Orange Juice W/G Honey Scooters Cereal Diced Peach Cup Milk	30 Frosted Mini Wheat Cereal W/G Vanilla Bear Grahams Fresh Apple Milk			

This institution is an equal opportunity provider.

Lunch Menu (Hot)

April Hot Lunch, Vegetarian and Gluten Free				
Monday	Tuesday	Wednesday	Thursday	Friday
1 	2 	3 	4 	5 
8 Chicken Empanada with Black Beans	9 Teriyaki Beef Dippers with Black Beans, whole Wheat Dinner Roll, Cheese Cheese Rizzoli w/ Spaghetti Sauce Turkey and Cheese on W/G Bread with sliced Cucumber w/ Dip Fresh Apple Milk	10 All Beef Hamburger on Whole Wheat Bun Diced Carrots Veggie Burger on a Whole Wheat Bun Beef Sologna & Cheese on Whole Grain Bread Fresh Banana Milk	11 Meatball with Sauce on a Sub Roll Diced Carrots Veggie Chicken Patty Filled on W/G Bun with Mixed Vegetables Turkey Ham and Sliced Cheese on a W/G Bread, Potato Salad Cup Applesauce Cup Milk	12 Domino's Pizza Slice Romaine Salad w/ Dressing Milk
15 French Toast Sticks w/ Turkey Sausage Links & Syrup French Toast Sticks w/ Syrup, Veggie Sausage Patty, Sun Butter & Strawberry W/G Whole Grain Bread Mandarin Orange Cup Milk	16 Crunchy Chicken Drumsticks with Refried Beans, WW Dinner Roll Pineapple Cup Veggie Nuggets, Refried Beans, Whole Wheat Dinner Roll, Pineapple Cup All Beef Tater Soup, Beef Sologna, Beef Sologna, and American Cheese Milk	17 Chicken Meatballs with Teriyaki Sauce with Oriental Mead Vegetables Veggie Meatballs with Teriyaki Sauce, Oriental Mead Vegetables Diced Peach Cup Turkey on a whole Grain Potato Bun Milk	18 W/G Sun Butter & Strawberry Sliced Chicken and Cheese on W/G Kesar Roll Fresh Banana Milk	19 Domino's Pizza Slice Romaine Salad w/ Dressing Milk
22 Enchilada Empanada Calzone with Black Beans & Corn WW Mini Cheese Quesadilla with Black Beans & Corn Cup W/G Whole Grain Bread W/G Whole Butter & Strawberry Jelly Jemmer with Black Beans & Corn Salad Cherry Cereals Milk	23 W/G Grilled Cheese Sandwich Fresh Baby Carrots w/ Dip Turkey and Cheese on a W/G Bread, Pineapple Cup Fresh Apple Milk	24 Beef Nachos with Cheddar Cheese Sausage w/ Teriyaki Sauce, Sliced Mead Bean and cheese Burrito w Mashed Potatoes Beef Sologna and Cheese on a Whole Wheat Kesar Roll strawberry Applesauce Cup Milk	25 Grilled BBQ Chicken Filled on a W/G Bun with Mixed Vegetables Turkey Ham and Sliced Cheese on a W/G Bread, Potato Salad Cup Veggie Chicken Patty Filled on W/G Bun with Mixed Vegetables Applesauce Cup Milk	26 Domino's Pizza Slice Romaine Salad w/ Dressing Milk
29 W/G Fiesta Beef & Cheese WW w/ Bean & Cheese Burrito with Cold Corn Cup Sun Butter & Jelly Unavailable on Whole Grain Bread Fresh Apple Milk	30 Jamaican Beef Patty w/ Cheese Sides Veggie Burger w/ Potato w/ w/ Bun, Bifredo Florets Turkey and Cheese on Whole Grain Bread with Cold Corn Cup Mixed Fruit Cup Milk			

This institution is an equal opportunity provider.



Spotlight on Safety!

Be Aware: As the weather improves with the advent of Spring, our children spend more time outdoors and in public spaces. In most cases, a great time is enjoyed by all. In some, however, conflict may arise with bystanders caught in the midst. It is critical that our children avoid involvement in violence and conflict and respond appropriately if or when it occurs. One of the most important things for children is to make positive choices about how and with whom they spend time.

Gang Membership is considered a Major Infraction under the Pride Academy Student Code of Conduct. As a community committed to scholarship, safety and the core values of peace and respect, gangs and gang activity are strictly forbidden. Students may not be affiliated with gangs, wear gang colors or bandanas, use hand signs that imitate or imply gang affiliation, recruit other students for gang membership, intimidate or coerce others with real or implied threats of gang retaliation, or promote gang membership in any way. It is important for educators, parents and guardians to know about children's/students' friends and warn them away from anyone involved in unsafe activities like violence and gangs.

Gang Facts: A street gang can be described as a group of individuals who share a unique name or symbol, attempt to control certain territory ("turf") in a community and engage in a variety of violent or illegal behaviors that affect the general population (vandalism, robberies, drug dealing, assaults, drive-by shootings).

Gang Presence: People often assume gangs are a 'big city' problem. The truth is that gangs are present everywhere in America, from major urban areas to surrounding suburbs and rural communities. Gangs have been glorified through music videos, and movies, and have made their way onto the internet - hosting web sites, or creating profile pages on social media to lure recruits. They have even established a global presence. Gangs are breaking through racial, cultural and socio-economic barriers to grow their memberships. Young people from all economic and social backgrounds have been lured into gang life, from as early as age six or seven.

Gang Activity: Today's gangs participate in a number of destructive and violent behaviors that target fellow gang members, rival gangs and impact innocent bystanders. According to the Los Angeles Police Department, gang members participate in "a variety of anti-social behaviors, including battery, mayhem, sexual assault, damage to property, larceny, murder, gang wars and other criminal activity". Gangs profit from criminal acts, such as narcotic sales, robberies and auto thefts. They vandalize property with gang graffiti. They may possess assault weapons and deadly firearms to use on the streets or in drive-by shootings. Gang-related crimes devastate our families and unravel the fabric of our communities.

Gang Names and Nicknames: Gangs use various names to represent their gang, crew, or clique. The gang name may have reference to a commonly-known gang ("Crips", "Vice Lords"), while the clique name may have a connection to the gang's neighborhood (street name, geographic location).

Most gang members adopt nicknames when they are recruited to a gang. These nicknames might identify certain physical traits ("Shorty), describe a skill or the recruit's personality:

The Three R's of Gang Life: Reputation, Respect, and Retaliation: Reputation is especially important for gangs and gang members. A reputation determines status within the gang and community. Respect is important to gangs' overall reputation. Gangs and gang members will demand respect from their own crew, their rivals, and the community at large. If gangs or gang members feel disrespected, retaliation is a guarantee. Disrespect may take the form of a verbal comment, or it can be an act, such as when a rival gang tags over another gang's graffiti. Falsely claiming association with a gang may be received by actual gang members as disrespect. It may also cause the individual falsely claiming gang membership a target of rival gangs.. Retaliation for disrespecting a gang can happen immediately, or it may occur later. Retaliation can range from a beating, vandalizing property, intimidation, extortion, and arson, all the way to murder of the rival, their family, friends, or loved ones.

Please reach out to Ms Brower and Mrs Thomas immediately if you have concerns about gang related issues or references in our school and continue to closely supervise your child's use of social media, group chats, tiktok and other platforms. Please also review the following resources and information about what parents should know about gangs and your children's safety:

<https://www.njoag.gov/nj-gang-free/parents/>

<https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwjmkdTM54j-AhWCmlkEHUWSDwIQFnoECAkQAQ&url=https%3A%2F%2Fwww.nj.gov%2Fips%2Fgang-signs-bro.pdf&usq=AOvVaw2Fu5MC0Z417DmE1HIPcRsy>

Affirmative Action Procedures at Pride

Grievance Procedures

Under Title IX, each school district must have a written, publicized grievance procedure for handling complaints alleging sex discrimination. Students, parents, and employees must be fully informed of the steps in the grievance process. It is strongly recommended that discrimination grievance procedures allow for complaints on the basis of race, color, creed, religion, national origin, affectional or sexual orientation, ancestry, socioeconomic status, as well as sex.

Title IX does not specify a particular structure for the grievance procedure; it does require that the procedure provide for the "prompt and equitable resolution of student and employee complaints." Therefore, all procedures must include reasonable timelines for the initiation and resolution of a grievance.

Any person who believes that he/she has been discriminated against may also file a complaint with the Office for Civil Rights or the Department of Education at the same time a grievance is filed during or after the grievance process, or without using the school district process at all. A person may also file a grievance with the New Jersey Division on Civil Rights. Please reach out to Ms Brower at 973-672-3200 ext. 203 for more information, support or guidance.

Notice of Statement of Non-Discrimination and Equal Opportunity

PRIDE Academy Charter School adheres to the laws and regulations set forth in 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, and Equal Pay Act 1973, and is committed to ensuring equality in Educational, 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.

The following staff member is our Affirmative Action Officer and designated to handle inquiries regarding our non-discrimination policies or grievance procedures:

Ms Robin Brower

117 Elmwood Ave,

East Orange, NJ 07108

973-672-3200 ext. 203

Please review our 2023-2024 Student Handbook and Code of Conduct and HIB reporting processes available on our school website:

<https://prideacs.org/policies-reports/>.



Questions and Suggestions?

Your thoughts, questions and feedback are important to us. Please reach out to Mrs Thomas via email at fthomas@prideacs.org or call at 973-672-3200 ext. 201 if you would like to set up a time to meet or share about your experience at Pride so far this year.