

**Dr. Lena Edwards Academic Charter School**  
**Non-Discrimination/Affirmative Action and Equal Education Opportunity**  
**Statement**

The Dr. Lena Edwards Academic Charter School Board of Trustees guarantees to all persons equal access to all categories of employment, retention and advancement in this school, regardless of race, creed, color, national origin, ancestry, age, sex, affectional or sexual orientation, gender identity or expression, marital status, domestic partnership status, familial status, pregnancy, liability for service in the Armed Forces of the United States, disability, nationality, atypical hereditary cellular or blood trait of any individual, nonapplicable disability or because of genetic information or refusal to submit to or make available the results of a genetic test.

Further, the Dr. Lena Edwards Academic Charter School shall provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services and give them maximum opportunity to achieve their potential regardless of race, creed, color, national origin, ancestry, age, sex, affectional or sexual orientation, gender identity or expression, marital status, pregnancy, liability for service in the Armed Forces of the United States, nationality, disability, place of residence within the school, socioeconomic status, or disability. Enforcement of other school affirmative action/equity policies (2224, 4111.1, 4211.1 and 6121) contribute to this legally required equality of educational opportunity.

The board shall annually appoint a member of the staff as the affirmative action officer and form an affirmative action team, of whom the affirmative action officer is a member. The affirmative action officer shall serve as affirmative action/504 officer and/or desegregation coordinator. The affirmative action officer must have New Jersey certification with an administrative, instructional, or education services endorsement. The board shall ensure that all members of the school community know who the affirmative action officer is and how to access him/her.

For the 2015-2016 school year the designated Affirmative Action Officer is Mr. Jeffrey Mohr. Mr. Mohr's contact information is as follows:

Phone: 201-433-5300x152

Email: [jmohr@drlenaedwardsacademiccharterschool.org](mailto:jmohr@drlenaedwardsacademiccharterschool.org)

In addition to the school's Comprehensive Equity Plan and current Annual Report, the DLEACS Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in education programs can be found online at: [www.drlenaedwardscharterschool.org](http://www.drlenaedwardscharterschool.org) or upon request, can be made available for review on site at 509 Bramhall Avenue, Jersey City, NJ.