

NEW JERSEY DIVISION ON CIVIL RIGHTS
OFFICE OF THE ATTORNEY GENERAL
DEPARTMENT OF LAW & PUBLIC SAFETY
DOCKET NUMBER: PJ09HE-63277

██████ o/b/o her minor child, ██████, and
Craig Sashihara, Director, New Jersey
Division on Civil Rights,

Complainants,

v.

Secaucus Board of Education,

Respondent.

CONSENT ORDER AND DECREE

WHEREAS, Complainants have filed a Verified Complaint with the Division on Civil Rights alleging that Respondent has committed unlawful discrimination;
WHEREAS, Respondent Secaucus Board of Education (“Respondent”) is a place of public accommodation in the State of New Jersey;
WHEREAS, the matter has been the subject of an investigation and the Director of the Division on Civil Rights (the “Director”) has found probable cause to credit the allegations of unlawful discrimination; and
WHEREAS, Respondent denies any unlawful discrimination as alleged; and
WHEREAS, the parties desire to conciliate and settle the matter without the

Necessity of a public hearing;

NOW THEREFORE, it is on this ^{7th} 25 day of JULY, 2013 ORDERED and AGREED as follows:

1. Respondent agrees to comply with the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 to -42.

2. In order to ensure that all students with disabilities have an opportunity to attend extracurricular activities and special events like graduation ceremonies, prom, dances, and/or parent programs, Respondent agrees to provide proper notification to parents via postal correspondence or electronic mail. The notification should include the appropriate school district contact information in the event parents need additional information.

3. Respondent agrees to provide training to its current staff such as teachers, school psychologists, and administrators on the LAD with a particular focus on disability and how LAD relates to student participation in events and activities.

4. Respondent agrees to compensate [REDACTED], in the amount of Thirty Thousand Dollars (\$30,000.00) in resolution of the allegation of differential treatment and denial of access to a public accommodation. This Consent Order and Decree is the compromise of disputed claims, is entered into in order to save time and expense associated with litigation, and does not represent an admission of liability for any purpose.

5. The Parties acknowledge Respondent has presented an opportunity for [REDACTED] to participate in the 2013 middle school graduation ceremony and related activities, and agree to make all necessary accommodations to allow [REDACTED] to participate.

6. Respondent shall pay this amount by check made payable to [REDACTED]. The check shall be delivered within fifteen (15) days of the execution of this agreement, and approval by the Board of Education and shall be delivered to Carlos Bellido, Chief of Staff, New Jersey Division on Civil Rights, P.O. Box 46001, 31 Clinton Street, 3rd Floor, Newark, New Jersey 07102 for delivery to [REDACTED].

7. Respondent shall not engage in any retaliatory conduct against Complainant [REDACTED], against members of [REDACTED]'s immediate family, or against any participant in these proceedings, or allow any of its employees to engage in any such conduct.

8. This Consent Order and Decree shall have the same force and effect as a cease and desist order issued by the Director pursuant to N.J.S.A. 10:5-19, and shall operate as a complete and final disposition of the aforesaid Verified Complaint, subject only to the fulfillment of all the foregoing provisions.

9. In the event that Respondent defaults with respect to any provision herein, Respondent hereby consents to the entry of this Consent Order and Decree in the Chancery Division of the Superior Court of New Jersey, thereby

making this Consent Order and Decree an order of the court for purposes of enforcement therein.

10. This Consent Order and Decree is subject to ratification and approval by the Secaucus Board of Education. The interim superintendent of schools, director of special services, and board attorney agree to recommend it to the Board for approval.

11. [REDACTED] and Respondent have a separate agreement, to which the Division is not a party nor is the Division bound by such agreement in any manner, addressing confidentiality in relation to the resolution of this matter.

THE PARTIES CONSENT TO THE FORM, CONTENT, AND ENTRY OF THIS CONSENT ORDER.

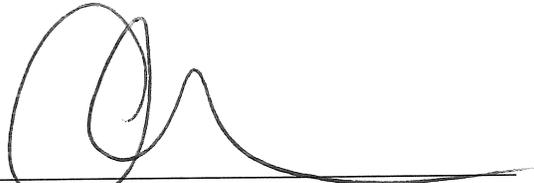
[REDACTED]

(Complainant)

6-13-13
DATE

Al G. [Signature]
SECAUCUS BOARD OF EDUCATION
(Respondent)

6-13-13
DATE



CRAIG SASHIHARA, DIRECTOR
NEW JERSEY DIVISION ON
CIVIL RIGHTS

7-25-13

DATE