



Barbara Simitian Laudicina  
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Dear Parents and Students:

As a school district, we make every attempt to build fairness into our practices, procedures and educational programs. To that end, students are informed in their Handbooks or by their schools to contact me if there is any question about discrimination. The following information is provided to you as parents regarding grievance procedures.

The purpose of Title IX is to prohibit discrimination based on gender, age, race, creed, handicap, religion, ancestry, national origin, affectional or sexual orientation, English Proficiency or social or economic status against students and employees of educational programs and activities receiving federal funds. The Title IX regulations provide that females and males must be afforded equal opportunity with regard to:

- Access to and treatment in curricular and extracurricular programs,
- Treatment under regulations and policies governing student benefits, services, conduct and dress,
- Admissions to educational institutions,
- Access to employment in educational agencies, and
- Terms, conditions and benefits of such employment.

I have been designated by the Tenafly Board of Education to coordinate compliance efforts and to investigate any complaints of discrimination as pertains to the above. As required by Federal regulations, all employees, parents and students must be notified of the name, office, address and telephone number of the Affirmative Action Officer. Complaints should be addressed to:

Barbara Simitian Laudicina  
Assistant Superintendent of Schools  
Affirmative Action Officer  
Tenafly Public Schools  
500 Tenafly Road  
Tenafly, NJ 07670

Parents should be sure to share this information with their children.

A copy of the "Grievance Procedure for Discrimination Complaints" is in my office.

Sincerely,

Barbara Simitian Laudicina  
Assistant Superintendent