



NON-DISCRIMINATION AND DISCRIMINATION GRIEVANCE PROCEDURES

The Lincoln Public Schools is committed to ensuring that all of its programs and facilities are accessible to all students, staff and members of the public. We do not discriminate on the basis of age, color, covered Veteran status, disability, national origin, race, religion, sex, sexual orientation, or housing status. Inquiries regarding the district's compliance with Title IX and other civil rights laws may be directed to the Superintendent of Schools, Lincoln Public Schools, Hartwell Building, Ballfield Road, Lincoln, MA 01773.

Massachusetts and Federal law make it clear that all aspects of public school education must be fully open and available to members of both sexes and all minority groups. No school may exclude a child from any course, activity, service or resource available in that school on account of race, color, sex, religion, national origin, or sexual orientation of such child. Public law further requires that a person with a disability, regardless of nature and severity of handicap, must be provided a free appropriate public education in the most integrated setting possible.

It is also the policy of the School Committee to promote by affirmative action, equal employment opportunity without discrimination on account of race, color, religion, national origin, marital status, sex, sexual orientation, age, genetic information, ancestry or housing status. Further, a qualified person with a disability, who, with reasonable accommodation, can perform the essential functions of the job should not be disqualified simply because they have difficulty performing tasks that bear only a marginal relationship to a particular job. This policy shall be implemented to the full extent feasible in all its employment practices and by the inclusion of appropriate provisions in contractual agreements.

The Lincoln Public Schools is an affirmative action employer.

Inquiries regarding the district's compliance with Title IV, Title IX, and Section 504 and other civil rights laws may be directed to the Superintendent of Schools, Lincoln Public Schools, Hartwell Building, Ballfield Road, Lincoln, MA 01773.

A brochure outlining civil rights regulations, procedures, timelines and contacts regarding violation is available at the Superintendent's office and each of the school's offices. Additional information is available on the website of the Office for Civil Rights, U.S. Department of Education at <http://www.ed.gov/about/offices/list/ocr/>.

Inquiries about Title IX and other federal civil rights laws may be directed to the Office for Civil Rights, U.S. Department of Education, 33 Arch Street, Suite 900, Boston, MA 02110-1491 (phone number: 617-223-9662).

If you believe you or your child has been discriminated against, you should file your complaint to one of the following individuals:

- Principal, Lincoln School, Grades K-4
- Principal, Lincoln School, Grades 5-8
- Principal, Hanscom Primary School
- Principal, Hanscom Middle School

The district's coordinator for all issues relating to civil rights and discrimination is the Administrator for Student Services. The Administrator for Student Services can be reached at:

Hartwell Building
Ballfield Road
Lincoln, MA 01773
781-259-9403

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