



LINCOLN PUBLIC SCHOOLS
Lincoln, Massachusetts

FILE:
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NON-DISCRIMINATION ON THE BASIS OF VETERAN STATUS

Lincoln Public Schools will not discriminate against any qualified employee, or applicant for employment, because they are an individual with a disability or a covered veteran* in regard to any position for which the employee or applicant for employment is qualified**.

Identified laws such as Affirmative Action obligation imposed by Section 503, of the Rehabilitation Act of 1973, as amended, Section 4212 of the Vietnam Era Veteran's Readjustment Act of 1974, as amended (VEVRAA), the Americans with Disabilities Act of 1990 (ADA), the Veterans Employment Opportunities Act of 1998, and the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) provide protection to *covered veterans.

Every effort will be made at all levels of employment, including the executive level, to employ, advance in employment and otherwise treat individuals with disabilities and *covered veterans without discrimination based upon their disability or veteran status. All employment practices such as the following: hiring, upgrading, demotion or transfer, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training, will be free of discrimination. These employment decisions will be based only on valid job requirements.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in any of the following activities.

1. Filing a complaint.
2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, or any other federal, state or local law requiring equal opportunity for individuals with disabilities, special disabled veterans, qualified veterans, or veterans of the Vietnam era.
3. Opposing any act or practice made unlawful by Section 503 or its implementing regulations in this part, VEVRAA or any other federal, state or local law requiring equal opportunity for disabled persons, special disabled veterans, qualified covered veterans, veterans of the Vietnam era; or

4. Exercising any other right protected by Section 503, VEVRAA or their implementing regulations.

The Superintendent or designee has responsibility for monitoring all school department's policies and programs to help ensure that non-discrimination efforts for individuals with disabilities and *covered veterans are successful. However, all management personnel share in this responsibility, and management performance of this program will be evaluated as is performance on other school department goals.

*Covered Veteran – veterans of the Vietnam era, veterans, special disabled veterans, recently separated veterans, active duty, wartime or campaign badge veterans, and Armed Forces service medal veterans.

**Qualified – having the ability to perform the essential functions of the position with or without reasonable accommodations for the individual with a disability.

LEGAL REFS.: Vietnam Era Veterans Readjustment Assistance Act of 1974 as amended,
38 U.S.C. 4213 (VEVRAA)
Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)
Title I of the Americans with Disabilities Act (ADA)
Section 503 of the Rehabilitation Act of 1973 (as amended 2014)

Adopted at School Committee Meeting of May 3, 2007
Revised at School Committee Meeting of February 6, 2020
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