

LINCOLN PUBLIC SCHOOLS
Lincoln, Massachusetts

NON-DISCRIMINATION ON THE BASIS OF VETERAN STATUS

Under the 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, the Americans with Disabilities Act of 1990 (ADA) and the Veterans Employment Opportunities Act of 1998, Lincoln Public Schools will not discriminate against any qualified employee, or applicant for employment, because he or she is an individual with a disability or a covered veteran* in regard to any position for which the employee or applicant for employment is qualified.

Affirmative action will be taken 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 or may engage in any of the following activities.

1. Filing a complaint.
2. Assisting or participating in a 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 area 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 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 requiring equal opportunity for disabled persons, special disabled veterans or 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 and will monitor the School Department's policies and programs to help ensure that Affirmative Action 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.

The affirmative action program is available to any employee or applicant for employment for inspection upon request, from the office of the Superintendent at 781-259-9409.

The policy statement signed by the School Committee, along with Federal and State posters will be posted on School bulletin boards.

*Covered Veteran – veteran of the Vietnam Era, special disabled veteran or other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

Adopted at School Committee Meeting of May 3, 2007