



LINCOLN PUBLIC SCHOOLS  
Lincoln, Massachusetts

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**NON-DISCRIMINATION**

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The Lincoln Public School District 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, active military/veteran status, disability, national origin, ancestry, race, religion, sex, gender identity, sexual orientation, pregnancy or pregnancy-related conditions, 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.

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Massachusetts and Federal law make it clear that all aspects of public school education must be fully open and available to members. 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, ancestry, gender identity, 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 least restrictive environment possible.

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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, gender identity, 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.

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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.

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Civil rights regulations, procedures, timelines, and contacts regarding violation is available in the Student & Parent Handbook (<https://drive.google.com/file/d/0BxDgs8FFcNT1bzVSeUxsa0tIZ0k/view>). A copy may be requested from the Superintendent's office or any school office. 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/>.

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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 report your complaint to one of the following individuals:

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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

Source: MASC

Legal References: M.G.L 151 B:4

Title VI, Civil Rights Acts of 1964

Title VII, Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972

Title IX, Education Amendments of 1972

Section 504 of the Rehabilitation Act of 1973

Education for Handicapped Children Act of 1975

Individuals with Disabilities Education Act, Amended, 2004

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*Adopted at School Committee Meeting of September 14, 1981*

*Revised at School Committee Meeting of May 6, 1985*

*Revised at School Committee Meeting of October 16, 1989*

*Revised at School Committee Meeting of March 21, 1994*

*Revised at School Committee Meeting of March 2, 2006*

*Revised at School Committee Meeting of May 3, 2007*

*Revised at School Committee Meeting of February 26, 2009*

*Reaffirmed at School Committee Meeting of June 16, 2011*

*Revised at School Committee Meeting of April 25, 2013*

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**Source: MASC  
November 8, 2019**

**File: AC - NONDISCRIMINATION**

Public schools have the responsibility to overcome, insofar as possible, any barriers that prevent children from achieving their potential. The public school district will do its part. This commitment to the community is affirmed by the following statements that the School Committee intends to:

1. Promote the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encourage positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial and ethnic groups.
3. Work toward a more integrated society and to enlist the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Use all appropriate communication and action techniques to air and reduce the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school district, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
6. Initiate a process of reviewing policies and practices of the school district in order to achieve to the greatest extent possible the objectives of this statement.

The Committee's policy of nondiscrimination will extend to students, staff, the general public, and individuals with whom it does business; No person shall be excluded from or discriminated against in admission to a public school of any town or in obtaining the advantages, privileges, and courses of study of such public school on account of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, pregnancy or pregnancy related condition. If someone has a complaint or feels that they have been discriminated against because of their race, color, sex, gender identity, religion, national origin, sexual orientation, disability, pregnancy or pregnancy related condition., their complaint should be registered with the Title IX compliance officer.

SOURCE: MASC

UPDATED: June 2012

LEGAL REFS.: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375

Equal Pay Act, as amended by the Education Amendments of 1972

Title IX, Education Amendments of 1972

Rehabilitation Act of 1973

Education for All Handicapped Children Act of 1975

M.G.L. [71B:1](#) et seq. (Chapter 766 of the Acts of 1972)

M.G.L. [76:5](#); Amended 2011

M.G.L.[76:16](#)

BESE regulations 603CMR [26:00](#) Amended 2012

BESE regulations 603CMR [28.00](#)

CROSS REFS.: [ACA- ACE](#), Subcategories for Nondiscrimination

[GBA](#), Equal Employment Opportunity

[JB](#), Equal Educational Opportunities

**NOTE: This category is for a general policy covering all types of nondiscrimination and relating to students, staff, and others. Federal and state laws apply.**

**If a policy relates to staff only, to students only, or a particular form of non-discrimination, it is better filed elsewhere. Appropriate codes for such statements are indicated by the cross-references.**

**Regulations pertaining to all forms of nondiscrimination -- or a procedure all persons can resort to for redress of grievances related to nondiscrimination -- would follow under code AC-R.**

**Law in most instances requires official School Committee approval of regulations in this area.**



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Lincoln, Massachusetts

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## **NON-DISCRIMINATION AND DISCRIMINATION GRIEVANCE PROCEDURES**

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