



# Lawrence Public Schools

## Policy

### Section A: FOUNDATIONS AND BASIC COMMITMENTS

#### Subject: NON-DISCRIMINATION

#### POLICY STATEMENT

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The Lawrence Public Schools is committed to a policy of non-discrimination in relation to race, color, religion, national origin, age, disability, gender, gender identity, housing status, sexual orientation, genetic information, or ancestry. This policy shall prevail in all of its policies concerning staff, students, educational programs and agencies, and with individuals with whom the Lawrence Public Schools does business.

The Lawrence Public Schools shall establish and maintain an atmosphere in which all children can develop attitudes and skills for effective, cooperative living, including:

- a. Respect for the individual regardless of economic status, intellectual ability, race, national origin, disability, religion, gender, age.
- b. Respect for language and culture.
- c. Respect for economic, political, and social rights of others.
- d. Respect for the rights of others to seek and maintain their own identities, including sexual orientation.

The district shall promote good human relations and equal education opportunity by removing any vestige of prejudice and discrimination in employment, assignment, and promotion of personnel ; in location and use of facilities ; in assignment of students to schools or programs; in curriculum development and instructional materials; and, in the suitability and availability of programs for students.

No person shall be excluded from or discriminated against in admission to Lawrence Public Schools, or in obtaining the advantages, privileges and courses of study of any Lawrence Public School on account of race, color, religion, national origin, age, disability, gender, gender identity, housing status, sexual orientation, genetic information, or ancestry.

It is the Lawrence Public Schools' intent that all parts of the curriculum emphasize positive human relationships. The instructional materials used in the schools must accurately portray the history, contributions, and culture of the various ethnic groups in our society. Children from all groups, including minority groups must be helped to establish their identity with their own groups as well as with the total society.

LEGAL REF: 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 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. Chapter 151B, Section 4 (as amended in 2011)



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McKinney-Vento Homeless Education Act  
NCLB: Title IX, Part C, Sec. 722  
M.G.L 71B: 1 et seq. (Chapter 766 of the Acts of 1972)  
M.G.L. 76:5 Amended 1993  
M.G.L. 76: 16 (Chapter 622 of the Acts of 1971)  
Board of Education Chapter 622 Regulations Pertaining to Access to  
Equal Educational Opportunity, adopted 6/24/75, as amended 10/24/78  
Board of Education 603 CMR 2600  
Board of Education Chapter 766 Regulations, adopted 10/74, as amended  
3/28/78

*Original adoption: 2/2/95*  
*1<sup>st</sup> Reading as revised: 2/11/05*  
*2<sup>nd</sup> Reading as revised: 4/7/05*  
*Adoption: 4/14/05*  
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*Proposed reconsideration: 10/2017*