



Lawrence Public Schools

Policy of the School Committee

Section A: FOUNDATIONS AND BASIC COMMITMENTS

AC

Subject: NON-DISCRIMINATION

1 of 2

POLICY STATEMENT

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

It is the Committee's 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

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

1st Reading as revised: 2/10/05

2nd Reading as revised: 4/7/05

Adoption: 4/14/05

Proposed reconsideration: 9/09



Lawrence Public Schools

Policy of the School Committee

Section A: FOUNDATIONS AND BASIC COMMITMENTS

ACE

Subject: NON-DISCRIMINATION ON BASIS OF DISABILITY

1 of 1

POLICY STATEMENT

Section 504 of the Rehabilitation Act of 1973 and its accompanying regulations apply to all school districts receiving federal funds. Under this act, a school district:

1. May not discriminate against qualified disabled persons in any aspect of employment solely on the basis of handicap.
2. Must make facilities, programs and activities accessible, usable and open to qualified disabled persons.
3. Must provide free, appropriate education at elementary and secondary levels, including non-academic and extra-curricular services and activities, to qualified persons.
4. May not exclude any qualified disabled person solely on the basis of handicap from participation in any preschool education or day-care program or activity, or any adult education or vocational program or activity.
5. Must provide each qualified disabled person with the same health, welfare and other social services that are provided to others.

Accordingly, employees of the Lawrence Public Schools will comply with the above requirements of the law and policy statements of this School Committee to ensure nondiscrimination on the basis of disability.

LEGAL REF: Rehabilitation Act of 1973, Section 504
Education for All Handicapped Children Act of 1975
Massachusetts General Laws 71B: 1 et seq
Chapter 766, Board of Education, adopted October 1974 and amended March 28,
1978 Education of the Handicapped Amendments 1986 - IDEA
Americans with Disabilities Act - ADA

Original adoption: 2/2/95

1st Reading as revised: 2/10/05

2nd Reading as revised: 4/7/05

Adoption: 4/14/05

Proposed reconsideration: 9/09