



Lawrence Public Schools

Policy

Section A: FOUNDATIONS AND BASIC COMMITMENTS

Subject: NON-DISCRIMINATION

POLICY STATEMENT

AC

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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
1st Reading as revised: 2/11/05
2nd Reading as revised: 4/7/05
Adoption: 4/14/05
Adopted as Revised: 10/17/2012
Proposed reconsideration: 10/2017



Lawrence Public Schools

Policy

Section G: PERSONNEL

GBA

Subject: EQUAL EMPLOYMENT OPPORTUNITY

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POLICY STATEMENT

The Lawrence Public Schools subscribes to the fullest extent to the principle of the dignity of all people and of their labors and will take action to ensure that applicants are employed, assigned, and promoted without regard to their race, color, religion, national origin, age, disability, gender, **gender identity**, housing status, sexual orientation, **genetic information**, **or ancestry**. Every available opportunity will be taken in order to assure that each applicant for a position is selected on the basis of qualifications, merit and ability.

LEGAL REF: Civil Rights Act of 1964, as amended in 1972, Title VI, Title VII Executive Order 11246, 1965, as amended by Executive Order 11375 Equal Employment Opportunity Act of 1972, Title IX (P.L. 92-318) 45 CPR, Parts 81,86 (Federal Register, June 4,1975, August 11, 1975) Rehabilitation Act of 1973 Title IX, and the Americans with Disabilities Act 603 CMR 26:08
M.G.L. Chapter 151B, Section 4 (as amended in 2011)

Original adoption: 8/24/95

1st Reading: 9/19/2010

2nd Reading: 9/23/2010

Adoption: 9/23/2010; Adopted as Revised: 10/17/2012

Proposed reconsideration: 9/2017



Lawrence Public Schools

Policy

Section J: STUDENTS

JB

Subject: EQUAL EDUCATIONAL OPPORTUNITIES

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POLICY STATEMENT

The right of a student to participate fully in classroom instruction and extracurricular activities shall not be abridged or impaired because of age, gender, **gender identity, genetic information**, race, religion, national origin, **ancestry**, pregnancy, parenthood, marriage, handicap, housing status or sexual orientation or for any other reason not related to the student's individual capabilities.

Several important pieces of legislation, both federal and state, are to be recognized on a yearly basis. Three of these laws, Title IX, Chapter 622, and Section 504 of Rehabilitation Act of 1973, prohibit discrimination in the public schools. Title IX is a federal law that bans sex discrimination; Chapter 622 bans discrimination based on race, color, sex, religion, or national origin; and, Section 504 protects handicapped individuals from participatory discrimination.

LEGAL REF: Title IX, Title VI, Title VII-Civil Rights Act of 1964
Equal Employment Opportunity Act, 1972
Title X Amendment, 1972
M.G.L. 76:5; 17:16
Board of Education Chapter 622, October 24, 1978, and amendments
Title I, Part C; No Child Left Behind Act, 2002
M.G.L. 151B, Section 4, as amended in 2011

CROSS REF: AC, Nondiscrimination

Original adoption: 4/13/95

1st Reading:

2nd Reading:

Adoption: 4/13/95; Adopted as revised: 10/17/2012

Proposed reconsideration: