

Civil Rights and Non-Discrimination Policy

All parents and students are encouraged to report any and all civil rights violations to the Civil Rights Coordinator, John Chistolini, Conservatory Lab (395 Columbia Rd, Boston, MA 02125- 617-254-8904). School staff are required to report any violations of a student's civil rights to the Civil Rights Coordinator. The Civil Rights Coordinator shall investigate all reported allegations.

The Civil Rights Coordinator will conduct an investigation into the allegation and provide to the Principal written findings of the investigation with a copy to the reporting party within 15 school working days.

The Civil Rights Coordinators findings shall include:

- Recommendations for corrective action where applicable
- The reporting party shall also be informed by the Civil Rights Coordinator that the following agencies may provide additional support or actions concerning any alleged civil rights violations:

Massachusetts Office of the Attorney General Civil Rights Division www.mass.gov/ago
(617) 727-2200

Massachusetts Commission Against Discrimination (MCAD) www.mass.gov/mcad
(617) 994-6000

US Department of Education Office for Civil Rights www.ed.gov/ocr
(617) 289-0111

US Department of Justice Community Relations Service www.usdoj.gov/crs
(617) 424-5715

Statement on Non-discrimination and School Safety

In order to build an increasing awareness and understanding in all of us of the civil rights afforded all citizens by law, and the responsibilities that accompany them, Conservatory Lab Charter School has developed the document Civil Rights and Safety Information for School Personnel, Parents and Students, which is available upon request, but summarized here:

Title I of the Americans with Disabilities Act of 1990:

Prohibits discrimination, exclusion from participation and denial of benefits on the basis of disability in the areas of employment.

Title II of the Americans with Disabilities Act of 1990:

Prohibits discrimination, exclusion from participation, and denial of benefits on the basis of disability in the areas of educational programming.

Title IX of the Education Amendments of 1972:

Prohibits discrimination, exclusion from participation, and denial of benefits in educational programs on the basis of sex.

Title VI of the Civil Rights Act of 1964:

Prohibits discrimination, exclusion from participation and denial of benefits based on disability.

Section 504 of the Rehabilitation Act of 1973:

Prohibits discrimination, exclusion from participation, and denial of benefits based on disabilities.

MGL, Ch. 76, Section 5 of the Massachusetts General Laws, Chapter 76, Section 5: Prohibits discrimination in all public schools on the basis of race, color, sex, national origin, religion and sexual orientation.

Additionally, per Civil Rights afforded to all individuals, students who are pregnant at Conservatory Lab Charter Public School are permitted to remain in regular education classes and participate in extracurricular activities with non-pregnant students throughout their pregnancy. After giving birth, they are permitted to return to the same academic and extracurricular program as they participated in before they left.