



Board Policy

Responsible Office: Office of the General Counsel, Department of Civil Rights Compliance

BOARD POLICY 0100

NONDISCRIMINATION AND EQUAL OPPORTUNITY

PURPOSE

The Board of Trustees (Board) is committed to a policy of nondiscrimination and equal opportunity in all Washoe County School District (District) programs, activities and services, and to providing facility accessibility. The Board prohibits discrimination, including harassment, based on race, color, religion, national origin (including citizenship status and native language), sex (including pregnancy), sexual orientation, genetic information, gender identity or expression, age, military or veteran status, disability, or other legally protected category.

DEFINITIONS

For purposes of this policy, these terms have the following meaning:

1. "Discrimination" is the unfair or unequal treatment of an individual based on their actual or perceived membership in a legally protected category, in a way that explicitly or implicitly affects an individual's employment or prevents or denies equal access to District facilities, programs or activities.
2. "Harassment" is unwelcome conduct that is based on an individual's actual or perceived membership in a legally protected category. Harassment becomes unlawful when enduring the unwelcome conduct becomes a condition of continued employment, or the conduct is severe or pervasive enough to create an educational or work environment that a reasonable person would consider intimidating, hostile, or abusive.
3. "Retaliation" is adverse action (e.g., payback, retribution, revenge) taken against an individual for engaging in legally protected activity such as making a complaint of discrimination or harassment or participating in workplace or school site investigations.
4. "Sexual Harassment" is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile or offensive

educational or work environment. The term sexual harassment is defined under Title IX of the Education Amendments of 1972 (Title IX) as conduct on the basis of sex that satisfies one or more of the following:

- a. An employee of the District conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct;
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
- c. Sexual assault as defined in the federal Clery Act, or dating violence, domestic violence, or stalking as defined in the federal Violence Against Women Act.

POLICY

1. The prohibition against harassment and discrimination applies to any individual on District property, at a District- or school-sponsored event, or while acting on District business. This includes community organizations, and their members, which use a District facility, regardless of whether the club or organization has any connection to the school.
2. The District prohibits retaliation against any employee or student who reports discrimination or harassment.
3. If the alleged discrimination could constitute sexual harassment under Title IX, the District shall comply with the Title IX Regulations that are in effect at the time the alleged harassment occurred. Complaints alleging sexual harassment shall be reported to the District's Title IX Coordinator for processing.
4. The District will maintain a Civil Rights Compliance Department responsible for coordinating the District's efforts to comply with its obligations under applicable non-discrimination and anti-harassment laws and regulations.
5. The District will provide leadership that is committed to identifying and addressing discriminatory biases and systemic barriers that impact students and staff.
6. Individuals found to be engaging in behavior prohibited by this Board Policy may be subject to appropriate disciplinary action.
7. District policies, programs, and activities shall foster recognition of and respect for basic human rights, fundamental freedoms, and equitable opportunities and outcomes for all.

8. The Board and Superintendent recognize the importance of creating a positive and respectful culture and climate.
9. The Board hereby directs the Superintendent to adopt an Administrative Regulation to implement and maintain the purpose of this Board Policy. The Superintendent shall include in the Administrative Regulation the following provisions:
 - a. Communication of this Board Policy and any accompanying regulations or site-based protocols to employees, students, parents/guardians, and the community;
 - b. Internal complaint/reporting procedures for employees, applicants, students, and members of the public who believe they have been or are being subjected to discrimination or harassment;
 - i. Although individuals are encouraged to utilize internal reporting processes, they may report alleged discrimination or harassment in accordance with provisions of applicable federal or state law.
 - c. Any employee who has notice of sexual harassment, including allegations of sexual harassment, shall report possible incidents of sexual harassment involving students or employees directly to the District's Title IX Coordinator;
 - d. All reports of discrimination or harassment will be kept confidential to the extent possible and in compliance with the policies of the District and all state and federal laws; and
 - e. Behavior, which is or may be considered criminal in nature, or results in substantial bodily harm, will be referred to law enforcement.

LEGAL REQUIREMENTS AND ASSOCIATED DOCUMENTS

1. This Board Policy reflects the goals of the District's Strategic Plan and aligns/complies with the governing documents of the District, to include:
 - a. Board Policy 1600, Public Complaint and Resolution Process; and
 - b. Board Policy 5700, Safe and Respectful Learning Environment.
2. This Board Policy complies with Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC), to include:
 - a. NRS Chapter 200, Crimes Against the Person;
 - b. NRS Chapter 388, System of Public Instruction, and specifically:

- i. NRS 388.121 – 388.1459, Provision of Safe and Respectful Learning Environment;
- ii. NRS 388.417 – 388.525, Pupils with Disabilities; and
- iii. NRS 388.5251 – 388.5317, Gifted and Talented Pupils;
- c. NRS Chapter 388D, Alternative School Choices, and specifically:
 - i. NRS 388D.060 (Homeschool children) Discrimination Prohibited;
- d. NRS Chapter 391, Personnel
 - i. NRS 391.750, Grounds for suspension, demotion, dismissal and refusal to reemploy teachers and administrators;
- e. NRS Chapter 392, Pupils, and specifically:
 - i. NRS 392.461 – 392.4675, inclusive, Behavior and Discipline; and
 - ii. NRS 392.900 – 392.920, inclusive, Unlawful Acts;
- f. NRS Chapter 613, Employment Practices, and specifically:
 - i. NRS 613.310 – 613.435, Equal Opportunities in Employment.

3. This Board Policy complies with federal laws and regulations, to include:

- a. Title II, Americans with Disabilities Act as Amended (ADAA);
- b. Title IV, VI and VII of the Civil Rights Act of 1964;
- c. Title IX of the Education Amendments of 1972 (Title IX);
- d. Section 504 of the Rehabilitation Act of 1973;
- e. Genetic Information Nondiscrimination Act (GINA);
- f. Individuals with Disabilities in Education Act (IDEA); and
- g. Age Discrimination in Employment Act of 1975.

REVISION HISTORY

Date	Revision	Modification
08/26/2025	1.0	Adopted: Consumes Board Policy 4400, Equal Opportunity in Employment and Board Policy 9200, Harassment and Discrimination Prohibited