



Responsible Office: Office of the General Counsel

BOARD POLICY 9200

HARASSMENT AND DISCRIMINATION PROHIBITED

PURPOSE

The Board of Trustees (Board) is committed to providing safe and respectful environments free of harassment or discrimination based on protected class status within its schools, buses, and other facilities, and at Washoe County School District (District) sponsored events.

DEFINITIONS

1. "Discrimination" is the distinguishing treatment of an individual based on their actual or perceived membership in a certain group or category as listed below under Policy section 1, in a way that explicitly or implicitly affects an individual's employment, prevents, or denies equal access to programs or benefits; unreasonably interferes with an individual's work performance; or creates an intimidating, hostile or offensive educational or work environment.
 - a. "Discrimination" based on race, color, religion, sex (including non-conformity to gender stereotypes), sexual orientation, gender identity or expression, age, disability, religious preference, or national origin is prohibited.
 - i. "Disability" means, with respect to a person: 1) a physical or mental impairment that substantially limits one or more of the major life activities of the person, including, without limitation, the human immunodeficiency virus; 2) a record of such an impairment; or 3) being regarded as having such an impairment.
 - ii. "Gender identity or expression" means a gender-related identity, appearance, expression, or behavior of a person, regardless of the person's assigned sex at birth.
 - iii. "Sexual orientation" means having or being perceived as having an orientation for heterosexuality, homosexuality, or bisexuality.
2. "Harassment" is unwelcome conduct that is based on their actual or perceived membership in a certain group or category as listed below under Policy section 1. Harassment becomes unlawful when enduring the offensive 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.

- a. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.
3. "Intimidation" is defined as intentional behavior that would cause an ordinary person to fear harm or injury.
4. "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 harassment or participating in workplace or school site investigations.
5. "Sexual Harassment" is a form of sexual 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 includes sexual violence under Title IX of the Educational Amendments.

POLICY

1. The District prohibits harassment and discrimination on its properties, in educational programs/activities, and employment, in accordance with applicable federal and state laws and regulations. This includes harassment and/or discrimination on the basis of:
 - a. Race;
 - b. Color;
 - c. National origin, ethnic group identification, citizenship status, and native language;
 - d. Marital status;
 - e. Ancestry;
 - f. Sex, to include pregnancy;
 - g. Sexual orientation;

- h. Gender identity or expression;
 - i. Genetic information;
 - j. Religion;
 - k. Age;
 - l. Economic status;
 - m. A qualifying mental or physical disability, based on the Americans with Disabilities Act as Amended (ADAA), Section 504 of the Rehabilitation Act of 1973, or the Individuals with Disabilities in Education (IDEA) Act, to include use of a trained dog guide or service animal by a person with a disability; or
 - n. Military or veteran's status.
2. The prohibition against harassment and discrimination applies to any individual on District property, including a school bus, 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.
3. The District shall comply with the Title IX Regulations that went into effect August 14, 2020. Complaints alleging sexual harassment between students, between staff and students and between staff members shall be reported to the Title IX Coordinator for processing.¹
4. The Superintendent shall create and maintain a Civil Rights Compliance Department, which has the responsibility for coordination of compliance efforts concerning harassment, discrimination.
- a. An employee or representative of the District who is acting or purporting to act in an official capacity may not, based on the protected classes listed above, harass, or discriminate against another person by:
 - i. Refusing to permit the person to use facilities open to the public and owned, operated, or managed by or on behalf of the District, except in accordance with District policies and regulations.
 - ii. Refusing to permit the person to participate in a program owned, operated, or managed by or on behalf of the District;

¹ This paragraph is effective until the date of the repeal or injunction against the Federal Title IX Regulation. At such time, this paragraph shall be stricken from the policy.

- iii. Refusing to grant a benefit to the person; or
 - iv. Imposing an unreasonable burden on the person.
5. 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. Such communication may include through means to include, but not limited to, school activities such as "Week of Respect" and posted notices in District publications and District websites.
 - b. Annual training for Trustees, employees, coaches, and volunteers. Such training shall include, but not be limited to:
 - i. Methods to prevent, identify, and report incidents of harassment or discrimination;
 - ii. Methods for addressing the rights and needs of persons with diverse gender identities or expressions; and
 - iii. Methods for addressing the needs of students with disabilities and students with autism spectrum disorder.
 - c. Any individual who witnesses or receives information that a possible violation of this Board Policy has occurred shall report the possible violation to the school principal or designee, site supervisor, or the Civil Rights Compliance Department.
 - i. Reports of student discrimination based on race, national origin, disability, sex, or religion may also be filed with the U.S. Department of Education's Office for Civil Rights.
 - ii. Specific procedures related to the District's reporting and investigation process may be found in associated administrative regulations.
 - d. The District will act promptly on reports, complaints, and appeals related to harassment and/or discrimination which are brought to the attention of the District in compliance with the District's posted complaint process and accompanying timelines. At all times, to the extent possible, confidentiality of the parties involved shall be maintained.

- i. The student reporting process is detailed within Administrative Regulation 5701, Student Bullying, Harassment and/or Discrimination Complaint and Appeal Procedures;
 - ii. The Title IX sexual harassment process is detailed in Administrative Regulation 9201, Title IX Sexual Harassment;
 - iii. The employee reporting process is detailed within Administrative Regulation 4425, Staff Complaint Process: Harassment, Sexual Harassment, and Intimidation; and
 - iv. The public reporting process is detailed within Administrative Regulation 1601, Public Complaints – Response and Resolution.
- e. Behavior, which is or may be considered criminal in nature, or results in substantial bodily harm, will be referred to law enforcement.
- f. Individuals found to be engaging in behavior prohibited by this Board Policy may be subject to appropriate disciplinary action. Examples of possible disciplinary action could include, but are not necessarily limited to:
- i. Non-employees / non-students, to include a school volunteer, found to be in violation of this Board Policy may be trespassed from District property;
 - ii. Faculty and employees found to be violation of this Board Policy may be subject to disciplinary action pursuant to the employee negotiated agreements; and
 - iii. Students found to be in violation of this Board Policy may be subject to disciplinary action pursuant to the District’s student behavior matrix.

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;
 - b. Board Policy 4400, Equal Opportunity in Employment; and
 - c. 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
 - i. NRS 388.121 – 388.1459, Provision of Safe and Respectful Learning Environment;
 - ii. NRS 388.417 – 388.525, Pupils with Disabilities;
 - iii. NRS 388.5251 – 388.5317, Gifted and Talented Pupils;
 - c. NRS Chapter 388D, Alternative School Choices
 - 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
 - i. NRS 392.461 – 392.4675, inclusive, Behavior and Discipline;
 - ii. NRS 392.900 – 392.920, inclusive, Unlawful Acts; and
 - f. NRS Chapter 613, Employment Practices
 - 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. Individuals with Disabilities in Education Act (IDEA); and
 - f. Age Discrimination Act of 1975.

REVISION HISTORY

| Date | Revision | Modification |
|------------|----------|----------------------------------------------------------------------------------------|
| 02/10/2015 | 1.0 | Adopted: Consumed Board Policy 4111.3, Harassment, Sexual Harassment, and Intimidation |
| 07/14/2015 | 2.0 | Revised: Pursuant to changes during the 2015 Legislative Session (SB504) |
| 12/13/2016 | 3.0 | Revised: Updated reference documents, NRS cites |
| 05/22/2018 | 4.0 | Revised: Updated to remove bullying to BP 5700 |
| 05/15/2019 | 4.1 | Revised: Updated referenced regulation numbers that have been changed |
| 11/24/2020 | 5.0 | Revised: Pursuant to changes in Title IX regulations |
| 10/27/2022 | 5.1 | Revised: Update format pursuant to BP 9070 |