

**Board of Trustees
Douglas County School District**

OBJECTIVES

EQUAL EDUCATIONAL OPPORTUNITY

Douglas County School District (the School District) does not discriminate on the basis of race, creed/religion, color, national or ethnic origin, sex (including pregnancy), gender identity or expression, genetic information, sexual orientation, disability, marital status, age, veterans or military status, or political affiliation in admission to or access to, treatment or employment, or participation in its programs and activities, and provides equal access to the Boy Scouts of America and other designated youth groups, pursuant to federal and state laws including, but not limited to, Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act of 1990, the Individuals with Disabilities Education Improvement Act (IDEA), and the Boys Scouts of America Equal Access Act.

In keeping with requirements of federal and state law, Douglas County School District strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

Notice of Nondiscrimination on the Basis of Sex Under Title IX

Douglas County School District does not discriminate on the basis of sex in the education program or activity that it operates, and the school district is required by Title IX and 34 CFR Part 106 not to discriminate in this manner. The requirement not to discriminate in the school district's education program or activity extends to employment.

Inquiries about the application of Title IX and the Title IX regulations to Douglas County School District may be referred to the school district's Title IX Coordinator, or to the Assistant Secretary at the U.S. Department of Education, or both.

The school district has designated the following employee to coordinate its efforts to comply with Title IX. The school district's Title IX Coordinator is:

Executive Director of Human Resources
1638 Mono Avenue
Minden, Nevada 89423
(775) 782-7177

Board of Trustees Douglas County School District

OBJECTIVES

The Assistant Secretary may be contacted at:

Assistant Secretary for Civil Rights
U.S. Department of Education
400 Maryland Ave., S.W.
Washington, D.C. 20202

Notice of Nondiscrimination on the Basis of Disability

Douglas County School District shall ensure that no qualified person with a disability shall, on the basis of disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program of the school district. Douglas County School District, in providing any aid, benefit, or service, shall not, directly or through contractual, licensing, or other arrangements, on the basis of disability:

- a. deny a qualified person with a disability the opportunity to participate in or benefit from the aid, benefit, or service;
- b. afford a qualified person with a disability an opportunity to participate in or benefit from the aid, benefit, or service that is not equal to that afforded others;
- c. provide a qualified person with a disability with an aid, benefit, or service that is not as effective as that provided to others;
- d. provide different or separate aid, benefits, or services to persons with disabilities or to any class of disabled persons unless such action is necessary to provide qualified handicapped persons with aid, benefits, or services that are as effective as those provided to others;
- e. deny a qualified person with a disability the opportunity to participate as a member of planning or advisory boards; or
- f. otherwise limit a qualified person with a disability in the enjoyment of any right, privilege, advantage, or opportunity enjoyed by others receiving an aid, benefit, or service.

Board of Trustees Douglas County School District

OBJECTIVES

Prohibition on Retaliation

Douglas County School District is committed to providing an educational and work environment that is free from all forms of retaliation. The school district prohibits and will not tolerate retaliation against any employee or student who brought a claim of discrimination, participated in an investigation, proceeding or hearing concerning a claim of discrimination, or who in good faith has opposed a practice he or she reasonably believes constituted prohibited discrimination. The school district will take prompt and equitable action to eliminate such retaliation.

Grievance Procedures

The school district has established grievance procedures and processes to address allegations of discrimination, including harassment.

Employee Complaints:

1. For employee complaints alleging bullying, harassment, sexual harassment (except sexual harassment prohibited by Title IX), intimidation, discrimination and/or retaliation, see the procedures in Administrative Regulation 543.
2. For employee complaints alleging sexual harassment prohibited by Title IX, see the grievance process in Board Policy 117.

Student Complaints:

1. For student complaints alleging bullying and/or cyber-bullying (except sexual harassment prohibited by Title IX), see the procedures in Board Policy 543.
2. For student complaints alleging sexual harassment prohibited by Title IX, see the grievance process in Board Policy 117.
3. For student complaints alleging discrimination, including harassment, based on disability, see the procedures in Board Policy 103.

Other Complaints:

1. For all other complaints alleging discrimination, including harassment, see the grievance procedures in the Administrative Regulation accompanying this Board Policy 103.

Board of Trustees Douglas County School District

OBJECTIVES

If an employee or volunteer has reasonable cause to believe that sexual harassment in violation of Title IX arises to abuse or neglect under NRS 432B and/or NRS 392.275 *et seq.*, such misconduct will be reported to law enforcement officials and/or Child Protective Service agency personnel in accordance with the procedures set forth in Board policies and regulations concerning mandatory reporting. These procedures are addressed in Board Policy 510.

Contact Information

For student-related disability discrimination concerns, contact the following person:

Executive Director of Special Services
Douglas County School District
1638 Mono Avenue
Minden, Nevada 89423
(775) 265-5262

For all other concerns, including any arising under Title IX, contact the following person:

Executive Director of Human Resources
Douglas County School District
1638 Mono Avenue
Minden, Nevada 89423
(775) 782-7177

[See the Administrative Regulation related to this Policy](#)

Reference:

NRS 613.310-613.435
NRS 281.370
NRS 338.125

Date Adopted: 8/12/80
Date Revised: 11/10/81
Date Revised: 05/17/00
Date Revised: 11/10/20