

SAFE AND RESPECTFUL LEARNING ENVIRONMENT
LEA Policy for Prohibiting Harassment, Intimidation, Bullying, Menacing and Hazing

Section I-Provision of Safe and Respectful Learning Environment (NRS 388.132)

The Nevada State Legislature declares that:

1. A learning environment that is safe and respectful is essential for the pupils enrolled in the public schools in this State to achieve academic success and meet this State's high academic standards.
2. Any form of harassment, intimidation, bullying, menacing or hazing in public schools seriously interferes with the ability of teachers to teach in the classroom and the ability of pupils to learn.
3. The intended goal of the Legislature is to ensure that:
 - a. The public schools in this State provide a safe and respectful learning environment in which persons of differing beliefs, characteristics and backgrounds can realize their full academic and personal potential;
 - b. All administrators, principals, teachers and other personnel of the school districts and public schools in this State demonstrate appropriate behavior on the premises of any public school by treating other persons, including, without limitation, pupils, with civility and respect and by refusing to tolerate any form of harassment, intimidation, bullying, menacing or hazing; and
 - c. All persons in public schools are entitled to maintain their own beliefs and to respectfully disagree without resorting to violence, harassment, intimidation, bullying, menacing or hazing; and,
4. By declaring its goal that the public school in this State provide a safe and respectful learning environment, the Legislature is not advocating or requiring the acceptance of differing beliefs in a manner that would inhibit the freedom of expression but is requiring that pupils with differing beliefs be free from abuse, harassment, intimidation, bullying, menacing or hazing.

Section II-Definition of Harassment, Intimidation, Bullying, Menacing and Hazing.

NRS 388.125--Harassment Defined. "Harassment" means a willful act or course of conduct that is not otherwise authorized by law and is:

1. Highly offensive to a reasonable person; and

2. Intended to cause or actually causes another person to suffer serious emotional distress.

NRS 388.129--Intimidation Defined. "Intimidation" means a willful act or course of conduct that is not otherwise authorized by law and:

1. Is highly offensive to a reasonable person; and
2. Poses a threat of immediate harm or actually inflicts harm to another person or to the property of another person.

“Bullying” means any repeated acts that substantially interfere with an individual’s educational benefits, opportunities or performance, that take place on or immediately adjacent to school grounds, at any school-sponsored activity, on school-provided transportation or at any official school bus stop, and that has the effect of:

- Repeatedly causing physical harm or mental anguish to an individual or damaging an individual’s property;
- Knowingly placing an individual in reasonable fear of physical harm to the individual or damage to the individual’s property;
- Creating a hostile educational environment

“Intimidation” also includes, but is not limited to, any threat or act intended to tamper, substantially damage or interfere with another’s property, cause substantial inconvenience, subject another to offensive physical contact or inflict serious physical injury on the basis of race, color, religion, national origin or sexual orientation.

“Menacing” includes, but is not limited to, any act intended to place an individual in fear of imminent serious physical injury.

“Bully” is a person who repeatedly intimidates menaces or bullies another person. Bullies need extensive help and counseling. The sooner this help and counseling begins the better chance there is to change their behavior.

“Hazing” includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health or safety of a student for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any district-sponsored activity or grade level attainment, i.e.,

- Forced consumption of any drink, alcoholic beverage, drug or controlled substance,
- Forced exposure to the elements,
- Forced prolonged exclusion from social contact,
- Sleep deprivation, or
- Any other forced activity that could adversely affect the mental or physical health or safety of a student; requires, encourages, authorizes or permits another to be subject to wearing or carrying any obscene or physically burdensome article,

assignment of pranks to be performed or other such activities intended to degrade or humiliate.

“Initiation activities” include any method of initiation or pre-initiation in a student organization, club, or team, or any past-time or amusement engaged in with respect to such organization, club, or team, that causes or is reasonably likely to cause, bodily danger or physical harm, serious mental or emotional harm, extreme embarrassment or ridicule, or personal degradation or loss of dignity to any student or other person associated with the school.

Section III-Policy: Safe & Respectful Learning Environment

Harassment, Intimidation, Bullying, Menacing or Hazing are Prohibited in Public Schools

Mineral County School District is committed to providing all students and employees with a safe and respectful learning environment in which persons of differing beliefs; characteristics and backgrounds can realize their full academic and personal potential. It is the intent of this policy to ensure that all administrators, principals, teachers and other personnel of Mineral County School District demonstrate appropriate behavior on the premises of any public school in the district by treating other persons, including, without limitation, pupils, with civility and respect and by refusing to tolerate harassment, intimidation, bullying, menacing or hazing in public schools.

No member of this district's board of trustees, employee of the board of trustees, including, without limitation, administrators, principals, teachers, or other staff members, nor pupils shall engage in acts of harassment, intimidation, bullying, menacing or hazing on the premises of any public school, school-sponsored event, or school bus, in the district.

It is the intent of this policy that all persons in Mineral County School District are entitled to maintain their own beliefs and to respectfully disagree without resorting to violence, harassment, intimidation, bullying, menacing or hazing. This policy does not advocate nor require the acceptance of differing beliefs in a manner that would inhibit the freedom of expression, but does require that pupils with differing beliefs be free from harassment and abuse.

Mineral County School District will provide for the appropriate training of all administrators, principals, teachers and all other personnel employed by this district as prescribed by this policy under the heading "Professional Development."

Requirements and Methods for Reporting Violations of NRS 388.135.

Mineral County School District shall assure that any person who believes that he or she has been a victim of harassment or intimidation as defined by NRS 388.125 and/or NRS 388.129 by any or all individuals as specified by NRS 388.135, be encouraged and instructed to adhere to the following reporting mechanism:

1. Students. It is the policy of Mineral County School District to encourage students who are targets of harassment or intimidation and students who have first-hand knowledge of

such harassment, intimidation, bullying, menacing or hazing to report such claims. Students should report incident(s) to any teacher, counselor, or school administrator.

2. Employees. Any Mineral County School District employee who witnesses, overhears, or receives a report, formal or informal, written or oral, of harassment, intimidation, bullying, menacing or hazing at school, school-sponsored event or on a school bus shall report it to the principal or the principal's designee. If the report involves the school principal, the reporter shall make a report directly to the school district Title IX Officer or Superintendent. Contact information on current Title IX Officers are available on the Department of Education website at www.doe.nv.govtitleix.html . If the report involves a board of trustees member or the district superintendent, the reporter shall contact the Nevada Department of Education equity coordinator.
3. Board of Trustees. The Board of Trustees of each school district shall on or before September 1 of each year, submit a report to the Superintendent of Public Instruction that includes a description of each violation of NRS 388.135 occurring in the immediately preceding school year that resulted in personnel action against an employee or suspension of a pupil, if any

The superintendent shall use all reasonable means to inform students, employees, and parents or guardians that the district will not tolerate harassment, intimidation, bullying, menacing or hazing. Mineral County School District shall include the text of the provisions of NRS 388.125 to 388.135, inclusive, and the policy adopted by the board of trustees of the school pursuant to section 3 of AB 202 under the heading "Harassment and Intimidation is Prohibited in Public Schools," within each copy of the rules of behavior for pupils that the school district provides pupils pursuant to NRS 392.463.

Professional Development

The superintendent shall develop age-appropriate methods of discussing the meaning and substance of this policy with staff and students in order to help prevent harassment. In addition to informing staff and students about the policy, the superintendent shall develop a plan, including requirements and procedures, to assure that the following professional development be provided to all administrators, principals, teachers, and other personnel employed by the board of trustees of Mineral County School District:

1. Awareness concerning the various types of harassment and intimidation; how the harassment and intimidation manifests itself; and the devastating emotional and educational consequences of harassment and intimidation.
2. Training in the appropriate methods to facilitate positive human relations among pupils without the use of harassment and intimidation so that pupils may realize their full academic and personal potential.
3. Methods to improve the school environment in a manner that will facilitate positive human relations among pupils.

4. Methods to teach skills to pupils so that the pupils are able to replace inappropriate behavior with positive behavior.

END OF POLICY

Legal Reference(s): NRS 388.125; NRS 388.129; NRS 388.132; NRS 388.135; NRS 392.463;
Assembly Bill 202, Section 3