Code: GBB28
Adopted: April 8, 2025

Discrimination Based on Race/Protective Classes, Student Bullying, and Cyberbullying – Safe and Respectful Learning Environment

The District is committed to a safe and respectful learning environment free from bullying and cyberbullying. The District prohibits a member of the board of trustees, any employee of the board of trustees, including, without limitation, an administrator, principal, teacher, or other staff member, volunteer, or any student from engaging in discrimination based on race, bullying, or cyberbullying of a student on the premises of any public school, at an activity sponsored by a public school or on any school bus. The District will promptly investigate allegations of such misconduct in accordance with state law and will take disciplinary action when appropriate.

If the alleged bullying or cyberbullying based on sex could constitute sexual harassment under Title IX, the *Nondiscrimination on the Basis of Sex Under Title IX* policy and administrative regulations apply rather than the *Discrimination Based on Race, Student Bullying, and Cyberbullying – Safe and Respect Learning Environment* policy and administrative regulations.

It is the intent of this policy that all students in the District are entitled to maintain their own beliefs and to disagree respectfully without resorting to violence, discrimination based on race, bullying, or cyberbullying. 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 all students with differing beliefs be free from harassment and abuse.

The superintendent shall use all reasonable means to inform students, employees, and parents/guardians that the District will not tolerate discrimination based on race, bullying, or cyberbullying. The superintendent will provide for the appropriate training of all administrators, principals, teachers, and all other personnel employed by this District. The superintendent will provide for age-appropriate methods of discussing the meaning and substance of this policy with students.

The District prohibits retaliation against any employees or students because they made a report of discrimination based on race, bullying, or cyberbullying, or because they testified, assisted, or participated in the investigation of such a report. Such retaliation is a violation of this policy prohibiting discrimination based on race, bullying, and cyberbullying, and the District will take disciplinary action when appropriate.

No cause of action may be brought against a student or an employee or volunteer of a school who reports a violation of NRS 388.135 unless the person who made the report acted with malice, intentional misconduct, gross negligence, or intentional or knowing violation of the law.